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Army Regulation 600-3

Personnel—General

The Army Personnel Proponent System

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Headquarters
Department of the Army
Washington, DC
18 September 1989

SUMMARY of CHANGE

AR 600-3

The Army Personnel Proponent System

This revision--

- o Changes U.S. Army Military Personnel Center (MILPERCEN) to the United States Total Army Personnel Command (PERSCOM).
- o Changes the name of the personnel life cycle management function "unit deployment" to "deployment" (paras 1-5a and 2-15j(5)).
- o Establishes the Assistant Deputy Chief of Staff for Personnel (ADCSPER) as the chairman of the Headquarters, Department of the Army Personnel Proponent General Officer Steering Committee (para 1-6c(1)).
- o Establishes that the HQDA Personnel Proponent General Officer Steering Committee will meet annually (para 1-6d(1)).
- o Changes the name of the Personnel Proponent Coordination Center to the Personnel Proponent Directorate (para 1-6e(1)).
- o Deletes that portion of paragraph 1-7 that pertains to personnel proponent offices and adds the requirement of a single point of contact for each personnel proponent (para 2-15a).
- o Establishes the ADCSPER as having overall management responsibility for the Army Personnel Proponent System (para 2-1a).
- o Deletes the Director of Military Personnel Management (DMPM), ODCSPER from chair responsibilities of HQDA Personnel Proponent General Officer Steering Committee.
- o Assigns personnel proponent policy development to Commander, Soldier Support Center-National Capital Region (SSC-NCR) (paras 2-1a, 2-6, 2-7a, and 2-7h).
- o Adds mobilization functions of PERSCOM and personnel proponents within the Personnel Proponent System throughout the regulation.

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- o Changes the title of the Director, Manpower, Budget, and Force Integration, to Director, Manpower (para 2-1c).
- o Changes the ZIP code of SSC-NCR (PPD) from 22332-0400 to 22332-1320.
- o Realigns CG, PERSCOM responsibilities to coincide with PERSCOM Organizational and Functions Manual (para 2-3).
- o Allows PERSCOM in conjunction with The Surgeon General to exercise personnel management authority over commissioned and warrant officer AMEDD personnel (para 2-4).
- o Incorporates responsibilities of maintaining the Personnel Proponent Users' Guide and providing training materials under the Commander SSC-NCR (paras 2-7i and j).
- o Establishes Headquarters, TRADOC oversight role for those personnel proponents within TRADOC (para 2-11).
- o Realigns and defines the role of the TRADOC Integrating Centers (para 2-12).
- o Establishes responsibilities of principal coordination points (PCP) and coordination points (paras 2-13 and 2-14).
- o Clarifies the definition of personnel proponents and explains their responsibilities under the eight personnel life cycle management functions (para 2-15).
- o Institutionalizes personnel proponent responsibility to prepare individual portions of DA Pam 600-3 (para 2-15).
- o Incorporates personnel proponent functions under mobilization (para 2-15).
- o Reformats table 1-1 to incorporate special coordination instructions.

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- o Deletes USA Safety Center as a personnel proponent and moves personnel proponent responsibility for skill G8, SQI B, ASI G8, ASI 6B, and ASI A2 to USA Avn Ctr (tables 1-1, 1-2, 1-3, and 1-4).
- o Changes personnel proponent responsibility for skill 6Y from Chief, Installation Management, OCSA, to the Director of Management, OCSA (tables 1-1 and 1-2).
- o Establishes the Director of Army Safety as PCP (tables 1-1, 1-2, 1-3, and 1-4).
- o Changes Transportation Officer Branch codes from "95" to "88" (tables 1-1 and 1-2).
- o Changes "Special Operations" to read "Special Forces" (tables 1-1, 1-2, 1-3, and 1-4).
- o Changes functional area 18 to branch 18 (tables 1-1 and 1-2).
- o Changes personnel proponent responsibilities for skill 7Y from CAC to Commander, AMC (tables 1-1 and 1-2).
- o Changes personnel proponent responsibility for functional area 97 (less TWI) from Commander, AMC to Assistant Secretary of the Army (Research, Development, and Acquisition) (tables 1-1 and 1-2).
- o Changes personnel proponent responsibilities for skill 5X from the Combined Arms Center to the Chief of Military History (tables 1-1 and 1-2).
- o Changes personnel proponent responsibilities for functional area 45 from Comptroller of the Army to Assistant Secretary of the Army (Financial Management) (tables 1-1 and 1-2).
- o Changes all warrant officer MOS codes except transportation and aviation (tables 1-1 and 1-3).

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- o Changes the name of the Army Information Management Office to Director of Information Systems for Command, Control, Communications, and Computers (DISC4) (table 1-1).
- o Changes the principal coordination point for MI from Office, Assistant Chief of Staff for Intelligence (OACSI) to Deputy Chief of Staff, Intelligence (DCSINT) (table 1-1).
- o Makes numerous administrative changes and corrections to skills, SQIs, MOSs, and ASIs (tables 1-1, 1-2, 1-3, and 1-4).
- o Deletes MOS 152G (tables 1-1 and 1-3).
- o Deletes MOS 03C (tables 1-1 and 1-4).
- o Changes the name of Office, Deputy Chief of Staff for Research, Development, and Acquisition (ODCSRDA) to Assistant Secretary of the Army (RDA) (table 1-1).
- o Deletes functional area 99 and moves functions to functional area 51 (tables 1-1 and 1-2).

Effective 18 October 1989

Personnel—General

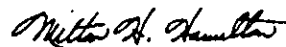
The Army Personnel Proponent System

This UPDATE printing publishes a revision of this publication. Because the publication has been extensively revised, the changed portions have not been highlighted.

By Order of the Secretary of the Army:

CARL E. VUONO
General, United States Army
Chief of Staff

Official:



MILTON H. HAMILTON
Administrative Assistant to the
Secretary of the Army

Summary. This regulation prescribes personnel proponent responsibilities in career field management for commissioned officer branches and functional areas, warrant officer military occupational specialties, and enlisted personnel career management fields under their respective personnel management systems.

Applicability. This regulation applies to the Active Army, the Army National Guard (ARNG), and the U.S. Army Reserve (USAR). It applies specifically to all personnel involved in the Army's Personnel Proponent System.

Internal control systems. This regulation is not subject to the requirements of AR 11-2. It does not contain internal control provisions.

Committee continuance approval. The DA Committee Management Officer concurs with the continuance of the Headquarters, Department of the Army Personnel Proponent General Officer Steering Committee which was established by AR 600-3, 15 November 1983.

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited unless prior approval is obtained from HQDA (DAPE-ZB), WASH DC 20310-0300.

Interim changes. Interim changes to this regulation are not official unless they are authenticated by the Administrative Assistant to the Secretary of the Army. Users will destroy interim changes on their expiration

dates unless sooner superseded or rescinded.

Suggested improvements. The proponent agency for this regulation is the Office of the Deputy Chief of Staff for Personnel. Users are invited to send comments or suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to Commander, U.S. Army Soldier Support Center-National Capital Region, ATTN: ATNC-PP, 200 Stovall St., ALEX VA 22332-1320.

Distribution. Distribution of this publication is made in accordance with the requirements on DA Form 12-09-E, block number 2402, intended for command level C for Active Army, ARNG, and USAR.

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*This regulation supersedes AR 600-3, 30 November 1986.

Chapter 1 Introduction

1-1. Purpose

This regulation—

- a. Establishes the Army Personnel Proponent System as prescribed by AR 5-22.
- b. Prescribes policies, procedures, and responsibilities for personnel proponent involvement in the Army's personnel system.
- c. Provides a listing of consolidated career fields and principal coordination points (PCP) by personnel proponent (table 1-1).
- d. Designates personnel proponents for all commissioned officer branches, functional areas, and skills (table 1-2); warrant officer military occupational specialties (MOSs) and skills (table 1-3); and enlisted personnel career management fields (CMFs) and skills (table 1-4).
- e. Prescribes the composition and mission of the Headquarters, Department of the Army (HQDA) Personnel Proponent General Officer Steering Committee and individual personnel proponent committees in the field.
- f. Recognizes the U.S. Army Training and Doctrine Command (TRADOC) Integrating Centers as support agencies to assist associated schools in the accomplishment of the personnel life-cycle management functions.

1-2. References

Required and related publications are listed in appendix A.

1-3. Explanation of abbreviations and terms

Abbreviations and special terms used in this regulation are explained in the glossary.

1-4. Career fields and personnel proponents

a. Career fields as defined in this regulation include commissioned officer branches and functional areas, warrant officer MOSs, enlisted CMFs and MOSs, and all skill and language identifiers. Career fields are used to—

- (1) Code commissioned officer, warrant officer, and enlisted positions in authorization documents.
- (2) Identify individuals who are qualified to perform or are eligible to serve in specific positions.

b. A personnel proponent is the commander or chief of an organization or agency assigned primary responsibility for providing recommendations relating to personnel management matters to the Deputy Chief of Staff for Personnel (DCSPER). These responsibilities include career field development and changes to personnel management policies in specific occupational career fields.

1-5. Personnel proponent system objectives

Objectives of the Personnel Proponent System are to—

- a. Establish responsibilities throughout the Army for all career field related matters involved in the personnel life-cycle management functions. These functions are structure, acquisition, individual training and education, distribution, deployment, sustainment, professional development, and separation.
- b. Ensure that a single agent is identified and made responsible for analysis of the functional role of all personnel in each career field.
- c. Ensure that personnel management policies, programs, and procedures established by HQDA incorporate career field related considerations.
- d. Foster achievement of the goals and objectives of the Army's Officer Personnel Management System (OPMS), Total Warrant Officer System (TWOS), and the Enlisted Personnel Management System (EPMS) to include the special branches and Reserve Components (RCs).

1-6. Headquarters, Department of the Army Personnel Proponent General Officer Steering Committee

a. *Establishment.* The HQDA Personnel Proponent General Officer Steering Committee is an intra-Army continuing committee.

b. *Mission.* The committee will consider personnel proponent issues, resolve conflicts, and advise or make recommendations to the DCSPER.

c. *Composition.* The committee will consist of the following:

- (1) Assistant Deputy Chief of Staff for Personnel (ADCSPER), Office of the Deputy Chief of Staff for Personnel (ODCSPER), who will serve as chairman.
 - (2) Members (general officer (GO) or equivalent) from the elements shown below.
 - (a) Staff principals of the ODCSPER.
 - (b) HQ TRADOC.
 - (c) TRADOC Integrating Centers.
 - (d) Army Staff PCP.
 - (e) Army Secretariat (when items being discussed are within the respective secretariat areas of responsibility.)
 - (f) Chief, National Guard Bureau.
 - (g) Office of the Chief, Army Reserve (OCAR).
 - (h) Personnel proponent agencies.
 - (i) U.S. Total Army Personnel Command (PERSCOM).
 - (3) Commander, Soldier Support Center-National Capital Region (SSC-NCR).
 - (4) Others as required.
- d. *Direction and control.*

- (1) The committee will meet annually at the call of the chairman.
- (2) The chairman will report to the DCSPER on activities of the committee.
- (3) Members will provide agenda items to the chairman upon request.

e. *Administrative support.*

- (1) The Personnel Proponent Directorate, SSC-NCR, will provide all administrative support (space, clerical, and equipment) for the committee.
- (2) Funds for travel and per diem will be provided by the parent organization of the member.

f. *Correspondence.* All correspondence to the committee will be sent to CDR, SSC-NCR (ATNC-PP), 200 Stovall St., ALEX VA 22332-1320.

1-7. Personnel proponent committees

a. Personnel proponents will establish, as necessary, personnel proponent steering committees to assist in the performance of their mission.

b. These committees will—

- (1) Review and evaluate issues in their specific career field areas.
- (2) Prepare and submit recommendations to the personnel proponent relating to their career fields.
- c. The personnel proponent will determine the composition of each committee; however, these committees must include one or more members from each of the following elements:
 - (1) Army Staff agencies designated as PCP.
 - (2) PERSCOM.
 - (3) SSC-NCR (ATNC-PP).
 - (4) RC personnel agencies.
 - (5) Major Army Command (MACOM) representative (as required).

d. Personnel proponents will furnish all administrative support to and are responsible for the activities of their committees. Funds for travel and per diem for committee members will be provided by the parent organization of the member.

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent

Personnel Proponent	Commissioned Officer Immaterial Position Codes		
COMMANDING GENERAL, U.S. ARMY SOLDIER SUPPORT CENTER	O1A—Branch Immaterial (any officer)		
COMMANDING GENERAL, U.S. ARMY COMBINED ARMS CENTER	O2A—Combat Arms Immaterial (IN, AR, FA, AD, AV, EN)		
COMMANDING GENERAL, U.S. ARMY LOGISTICS CENTER	O3A—Logistics Immaterial (OD, QM, TC)		
COMMANDER, U.S. ARMY SOLDIER SUPPORT CENTER	O4A—Personnel Immaterial (AG, FA 41)		
Commissioned Officer	Warrant Officer	Enlisted	
<i>Personnel Proponent</i>			
COMMANDANT, U.S. ARMY INFANTRY SCHOOL			
<i>Branch</i>		<i>CMF</i>	
11	Infantry	11	Infantry
<i>Skill</i>	<i>SQI</i>	<i>SQI</i>	
3X	M2 Bradley Inf Fighting Veh/M3 Cav Fighting Veh	7	Parachutist
3Z	Mortar Unit Off	E	Northern Warfare Expert
5A	Advanced Marksman	G	Ranger
5P	Parachutist	P	Parachutist
5R	Ranger	V	Ranger Parachutist
5S	Ranger-Parachutist	Y	Pathfinder
6Q	Long Range Surveillance Reader		
		<i>ASI</i>	
		B4	Sniper
		C2	Dragon Gunnery
		E9	M901/(ITV) Gunner/Crew Training
		J3	BRADLEY Infantry Fighting Veh (BIFV) System Master Gunner
		Q6	Long Range Surveillance Leader
PCP: DCSOPS			
<i>Personnel Proponent</i>			
COMMANDANT, U.S. ARMY ARMOR SCHOOL			
<i>Branch</i>		<i>CMF</i>	
12	Armor	19	Armor
<i>Skill</i>		<i>ASI</i>	
3B	M551 Armor Reconnaissance Veh	A8	Master Gunner (M1 Tank)
3C	M60A1-A3 & M48 Series Tank	B8	M60A3 Tanker Ops and Maint
3M	M1/M1A1 Abrams Tank	C5	Master Gunnery
		D8	Master Gunnery (M60A3 Tank)
		R8	Tank Op/Unit Maint (M551 Sheridan)
PCP: DCSOPS			
<i>Personnel Proponent</i>			
COMMANDANT, U.S. ARMY FIELD ARTILLERY SCHOOL			
<i>Branch</i>		<i>MOS</i>	<i>CMF</i>
*13	Field Artillery	**130A PERSHING Msl Sys Tech	*13 Field Artillery
<i>Skill</i>		**130B LANCE Msl Sys Tech	<i>ASI</i>
4D	TACFIRE Remote Terminal Off	**131A Target Acquisition Radar Tech	H1 Meteorological Equip Maint
4F	TACFIRE Fire Direction Ops Off	**131B Remotely Piloted Veh Tech	J4 Nuclear Cannon Assembly
5H	Nuc Chem Tgt Analyst	**132A Meteorology Tech	L3 FA AN/TPS-58B Radar Op
			P9 Org Maint RPV Mech
			S8 MLRS Org Maint
			U6 FA Wpns Maint

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
		X3 TACFIRE Remote Term Op
		X5 FIREFIGHTER Radar Maint
		Y9 MDS(PADS) Unit Maintenance (AN/TMQ-31)
		Z3 LANCE Org Maint

*PCP: DCSOPS
 **PCP: DCSLOG

Special Coordination Instructions: Coordinate with U.S. Army Ordnance Center and School concerning WO MOS 130A.

Personnel Proponent

COMMANDANT, U.S. ARMY AIR DEFENSE ARTILLERY SCHOOL

Branch	MOS	CMF
*14 Air Defense Artillery	**140A Command & Control Sys Tech	*16 Air Def Artillery
	**140B CHAPARRAL-VULCAN Sys Tech	**23 Air Def Sys Maint
	**140C Custodial Sys Tech	ASI
	**140D HAWK Msl Sys Tech	E7 Radio Con Miniature Aerial Tgt Ops
	**140E PATRIOT Msl Sys Tech	G6 Radar Engagement Simulator AN/TPQ 29 Op/Unit Level Maint
		X4 PATRIOT UHF Comm Op
		X7 FAAR Org Maint

*PCP: DCSOPS
 **PCP: DCSLOG

Special Coordination Instructions: Coordinate with U.S. Army Ordnance Center and School concerning WO MOS 140B, 140D, AND 140E, and enlisted MOS 27Z as pertains to career progression from CMF 23.

Personnel Proponent

COMMANDER, U.S. ARMY AVIATION CENTER

Branch	MOS	CMF
*15 Aviation	150A ATC Tech	67 Aircraft Maint**
	151A Avn Maint Tech (non rated)	93 Avn Opns*
Skill	152B OH-58A/C Scout Pilot	SQI
A1 OH-58A/C Obsn Pilot	152C OH-6 Scout Pilot	
A2 OH-58A/C Scout Pilot	152D OH-58D Scout Pilot	F Flying Status
A3 OH-58D Scout Pilot	152F AH-64 Pilot	
B1 UH-1 Pilot	153A Rotary Wing Aviator (Acft Nonspecific)	ASI
B2 UH-60 Pilot	153B UH-1 Pilot	A2 Aviation Safety***
B4 EH-1 Pilot	153C OH-58A/C Pilot (Obsv)	B7 Aircraft Maint (Ejection Seat)
B5 EH-60 Pilot	153D UH-60 Pilot	F8 Flight Simulator (UH1FS) Console Ops
C1 CH-47A/B/C Pilot	154A CH-54 Pilot (Hvy Lift RC only)	N1 Aircraft Crewmember Standardization Instruction
C2 CH-47D Pilot	154B CH-47A/B/C Pilot	N2 Nondestruct Testing
C4 CH-54 Pilot (RC Only)	154C CH-47D Pilot	Q2 ALSE
D1 AH-1G Pilot	154E Fixed Wing Aviator (Acft Nonspecific)	R5 Inertial Navigation Set Maint (AN/ASN-86)
D2 AH-1Q/S Pilot	155A U-21 Pilot	W5 OH-58D Maint
D5 AH-64 Pilot	155D U-21 Pilot	W6 Aircraft Survivability Equip (ASE)
E1 U-8 Pilot	155E C-12 Pilot	X1 AH-64 Maintainance
E2 T-42 Pilot	156A OV-1/RV-1 Pilot	
E4 U-21 Pilot		
E5 C-12 Pilot		
E9 UV-18 Pilot		
F1 OV-1/RV-1 Pilot		
F2 RU-21 Pilot	A ATC Tech	
F3 RC-12 Pilot	B Aviation Safety Officer***	
G1 Instrument Flight Examiner	C Instructor Pilot	
G2 Instructor Pilot	D Aeromedical Evac Pilot	
G3 Nonstandard Fixed Wing Pilot	E Aircraft Armament Maint Tech	
G4 Nonstandard Rotary Wing Pilot	F Instrument Flight Exam	
G5 Experimental Test Pilot	G Aircraft Maint Tech	
	J Experimental Test Pilot	

Table 1-1

Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer		Enlisted
		ASI		
G6	Maint Test Pilot			
G7	Avn Related			
G8	Aviation Safety Officer***	A1	OH-58A/C Obsn Pilot	
5U	Air Opns Officer	A2	OH-58A/C Scout Pilot	
		A3	OH-58D Scout Pilot	
		A5	OH-6 Scout Pilot	
		B1	UH-1 Pilot	
		B2	UH-60 Pilot	
		B4	EH-1 Pilot	
		B5	EH-60 Pilot	
		C1	CH-47A/B/C Pilot	
		C2	CH-47D Pilot	
		C4	CH-54 Pilot (RC only)	
		D1	AH-1G Pilot	
		D2	AH-1Q/S Pilot	
		D5	AH-64 Pilot	
		E1	U-8 Pilot	
		E2	T-42 Pilot (RC only)	
		E4	U-21 Pilot	
		E5	C-12 Pilot	
		E9	UV-18 Pilot	
		F1	OV-1/RV-1 Pilot	
		F2	RU-21 Pilot	
		F3	RC-12 Pilot	
		G1	Instrument Flight Examiner	
		G2	Instructor Pilot	
		G3	Nonstandard Fixed Wing Pilot	
		G4	Nonstandard Rotary Wing Pilot	
		G5	Experimental Test Pilot	
		G6	Aircraft Maint Tech	
		G8	Aviation Safety Officer***	
		H1	Aircraft Armament Maint Tech	
		H2	ALSE Tech	
		H4	Aeromedical Evacuation Pilot	
		H9	M-22 Gunner (RC only)	
		6B	Gen Safety Tech (NG only)***	

PCP: *DCSOPS (Plus DSCINT for AOC 15C and WO MOS 156A and DCSLOG for AOC 15D)

PCP: **DCSLOG

PCP: ***DASF

Special Coordination Instructions: Coordinate with the U.S. Army Armor School, the U.S. Army Infantry School, and the U.S. Army Military Intelligence School concerning AOC 15B; U.S. Army Military Intelligence School concerning AOC 15C; the U.S. Army Aviation Logistics School concerning AOC 15D, WO MOS 151A, 153D, 154A, 154B, 154C, 155A, 155D, 155E, 156A, for enlisted MOS 68B, 68D, 68F, 68G, 68H, 68J, and 68K; the ASA (RDA) for officer skill G5 and WO SQI J, WO ASI G5; and with the U.S. Army Signal Center and School for training development in enlisted MOS 68L, 68N, 68P, 68Q and 68R.

Personnel Proponent

COMMANDER, U.S. ARMY JFK SPECIAL WARFARE CENTER & SCHOOL

Branch	MOS	CMF
18 Sp Forces**	**180A Sp Forces Tech	**18 Sp Forces
38 Civil Affairs (RC Only)*		
Functional Area	ASI	SQI
39 Psychological Opns and** Civil Affairs	4W Underwater Sp Opns	D Civil Affairs Opns
	4X Mil Free Fall Sp Opns	
	4Y Mil Free Fall and Underwater Sp Opns	ASI
Skill		
4W Underwater Sp Opns		F1 Opns and Intel (Special Opns)
4X Mil Free Fall Sp Opns		Q5 Sp Opns Combat Diving, Medical
4Y Mil Free Fall and Underwater Sp Opns		S6 Sp Opns Combat Diving, Supervision (SFC only)
5Y Civil Defense Off		W7 Sp Opns Underwater Ops
6C Economist		W8 Sp Opns Mil Free Fall Ops

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer	Enlisted	
6U	Agricultural Off		W9	Sp Opns Mil Free Fall Ops
6V	Cultural Affairs Off			and Underwater Ops
6W	Archivist			

PCP: OCAR
 PCP: **DCSOPS

Special Coordination Instructions: Coordinate with U.S. Army Infantry School concerning MOS 18B and 18F; the U.S. Army Engineer School concerning 18C; and the Surgeon General for MOS 18D.

Personnel Proponent

COMMANDANT, U.S. ARMY ENGINEER SCHOOL

Branch		MOS		CMF	
21	Corps of Engineers	210A	Util Op & Maint Tech	12	Combat Engineering
		213A	Engr Equip Rep Tech	51	General Engineering
		215A	Photomap Tech	81	Topographic Engineering
		215B	Survey Tech		
Skill		215C	Reproduction Tech		
		215D	Terrain Analysis Tech		
5V	Marine Diver			ASI	
				C3	Well Drilling
				C9	MAGiC MAST Maint
				E5	Instrument Maint-Power Station
		5	Power Sys Tech or Power Gen Tech	J6	Reproduction Equip Rep
				R7	Bridge Erection Boat Shallow Draft
				S2	Mech Equip Maint (Power Station)
				S3	Elec Equip Maint (Power Station)
				U2	Power Gen Equip, (PGE), Unit Maint

PCP: USACE (Plus DCSLOG for MOS 213A and DCSINT for MOS 215D)

Personnel Proponent

COMMANDER, U.S. ARMY SIGNAL CENTER & SCHOOL

Branch		MOS	CMF
25	Signal Corps**	250A	Communications Security Tech*
Functional Area		250B	Tactical* Automated Network Tech
53	Sys Automation Off**	251A	Data Processing Tech*
Skill		252A	TMDE Maint Spt Tech*
		256A	C-E Rpr Tech*
4H	Branch Automation Off	SQI	
5B	Visual Info		
5D	Radio Freq Manager	V	COMSEC Equip Rpr Tech
6B	BN/BDE C-E Stf Off		
6J	Electronic Engr	ASI	
6K	Electrical Engr		
		3A	Avionics & Nav Equip Rep Tech
		3E	Satellite Communications System Rpr Tech
		3U	Digital/Auto Maint Tech

Table 1-1

Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
		H5 Comm Ops and Maint (STREAMLINER)
		J7 WHCA Console Con Ops
		K7 Joint Tac Comm (TRI TAC) Sys Op Supervision
		K8 Comm Maint (AN/FTC-31 SEVAC)
		L2 Mobile Subscriber Equip (MSE) Sys Maint Mgt
		L6 Satellite Sys Equip Maint (AN/TSC-86)
		M1 Comm Maint Ops (MEECN)
		M6 Computer Ops/DAS3
		P4 Satellite Comm Term Equip Maint AN/GSC-49
		Q1 Ground Mobile Forces (GMF) Controller
		R2 Uninterruptible Power Sup Rep
		R6 Radio Terminal/Repeater Set Operations
		R9 Comm Maint (STRAWHAT)
		S5 Comm Ter AN/TSC-109 Repair
		T2 Teletypewriter Maint (MOD 40 TTY)
		T3 Computer Ops (GE600/Honeywell 6000)
		U3 AMME Ops
		V4 Mobile Subscriber Equip (MSE) Sys Control Ctr Ops
		V8 Mobile Subscriber Equip (MSE) Sys Maint
		V9 Comm Ops and Maint (Theater Forces Comm Sys Ter)
		W3 Intermediate Level Maint of AN/MSM-105(V)1
		Y3 Mobile Subscriber Equip (MSE) Sys Planning
		Y5 TEMPEST Inspection
		Z2 Automatic Message Switching Center Op

PCP: *DCSLOG

PCP: **DISC4

Special Coordination Instructions: Coordinate with the U.S. Army Information Systems Command for officer skill 5B and with the U.S. Army Field Artillery School for MOS 39C, 39L, and 39Y in CMF 29 and MOS 31V in CMF 31.

Personnel Proponent

COMMANDANT, U.S. ARMY MILITARY POLICE SCHOOL

Branch	MOS	CMF
31 Military Police	311A CID Special Agent	95 Mil Police
	SQI	ASI
	K Polygraph Exam	A9 Patrol Dog Handling
	M Latent Print Exam	H3 Physical Security Ops
	N Forensic Photographer	P7 Narcotics Drug Dog
	P Questioned Document Exam	Detector Handling
	R Forensic Chemist	Q9 Traffic Accident Investigation
	S Firearms and Toolmark Exam	U7 Economic Crime Inves
		V5 Mil Police Inves
		Z6 Explosive Detector Dog Handling

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
	<i>ASI</i>	
	9D Economic Crime Inves	
	9E Sr Economic Crime Inves	

PCP: DCSOPS

Special Coordination Instructions: Coordinate with the U.S. Army Criminal Investigation Command for WO MOS 311A and CMF 95.

Personnel Proponent

COMMANDER, U.S. ARMY INTELLIGENCE CENTER AND SCHOOL

Branch	MOS	CMF
35 Military Intelligence Branch	350B OB Tech	33 EW/Intcp Sys Maint
	350D Image Intel Tech	96 Mil Intel
	350L Attache Tech	98 SIGINT/EW Opns
<i>Skill</i>	351B CI Sp Agent	
	351C Area Intel Tech	<i>SQI</i>
3E Tac Exploitation of National Capabilities (TENCAP)	351E Interrogation Tech	A Technical Intel
	352C Traffic Analysis Tech	
3Q Strategic Debriefing and Interrogator	352D Emit Loc/ID Tech	<i>ASI</i>
	352G Voice Intcp Tech	
3T Controlled Collection	352H Morse Intcp Tech	C8 Transcribing/Gisting
3W NSA Junior Off Cryp Career Prog	352J Eman Analysis Tech	D4 Battlefield Deception
	352K Non-Morse Intcp Tech	D5 Area Intel Ops
5F Technical Intel	353A IEW Equip Tech	E4 Attache Admin Support
5M Electronic Warfare		G9 Technical Surveillance
6A Defense Sensor Interp and Appl Tng Prog (DSIATP)	<i>SQI</i>	Countermeasures (TSCM) Tech
	N Intel Photographer	H6 Data Analysis (TEMPEST)
	<i>ASI</i>	J1 Telemetry Collection Ops
		J2 LEFOX Collection and Processing Sys (AT/FSQ-88(V))
	9A Defense Sensor Interp and Appl Tng Pgm (DSIATP) Tech	K1 MAGIIC Ops and Maint
	9B Cryptanalytic Tech	K2 Non-Morse Analysis (Senior)
	9C TENCAP Opns Tech	K3 C-E Warfare Equip Ops
	9K Defense Against Methods of Entry (DAME) Tech	M7 Non-Morse Analysis (Intermediate)
	9L Technical Surveillance Countermeasure (TSCM) Tech	N6 LEFOX Coll & Proc Sys Maint (AN/FSQ-88(V))
	9M Tech Intel Tech	N7 Strategic Debriefing and Interrogation
	9N Strategic Debriefing/Interrogator	P8 Polygraph Ops
		S9 Defense Sensor Interp and Appl Tng Prog (DSIATP)
		T4 TENCAP Ops
		T9 Cryptanalysis
		U1 Enciphered Signals
		Traffic Analysis
		W1 Aerial Photoactive Sensor Rep
		W4 Enlarger Sys Maint
		Z7 Telemetry Internals Analysis
		Z8 Advanced ELINT Collection and Analysis

PCP: DCSINT

Special Coordination Instructions: Coordinate with DCSOPS for WO MOS 350L, DCSPER for WO MOS 351B and 351C, U.S. Army Military Police School for WO MOS 351C, Defense Language Institute, Foreign Language Center for CMF 96 and 98, and the U.S. Army JFK Special Warfare Center and School concerning MOS 96F.

Personnel Proponent

COMMANDANT, U.S. ARMY ADJUTANT GENERALS SCHOOL

Branch	MOS	CMF
42 Adjutant General's Corps (less AOC 42C and 42D)	420A Mil Per Tech	71 Admin (except for MOS 71D, 71E, 71M, 73C, 73D, and 73Z)
	420D Club Mgr	

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer		Enlisted	
Functional Area		SQI		SQI	
41	Personnel Pgms Management	U	Gen Staff Admin Tech	Q	Equal Opportunity Advisor (EOA)
				Z	Alcohol and Drug Abuse Prevention and Control Prog
Skill		ASI		ASI	
4J	Postal	7Y	Executive Club Mgr		
5T	Equal Opportunity Advisor				
5Z	Organizational Effectiveness				
	Stf Off			F5	Postal Ops
7S	Alcohol and Drug Control Off				

PCP: DCSPER

Special Coordination Instructions: MOS 420D, ASI 7Y, and ASI R3 are being phased out by attrition and are no longer awardable.

Personnel Proponent

CHIEF, ARMY BANDS

Branch		MOS		CMF	
42C	Army Bands	420C	Bandmaster	97	Bands
				ASI	
				C1	MACOM Band Qualified

PCP: DCSPER

Special Coordination Instructions: Coordinate with the U.S. Army Adjutant General's School for AOC 42C.

Personnel Proponent

COMMANDANT, U.S. ARMY FINANCE SCHOOL

Branch		CMF (MOS)	
44	Finance Corps	73C	Finance Sp
		73D	Accounting Sp
		73Z	Finance Sr Sgt

PCP: Assistant Secretary of the Army (FM)

Special Coordination Instructions: Coordinate with the U.S. Army Finance and Accounting Center for Branch 44 and MOS 73C, 73D, and 73Z.

Personnel Proponent

THE JUDGE ADVOCATE GENERAL

Branch		MOS		CMF (MOS)	
55	Judge Adv Gen Corps	550A	Legal Administrator	71D	Legal Sp
				71E	Court Reporter

Skill

3D	Government Contract Law Sp
3F	Patent Law Sp
3G	Claims/Litigation Sp
3N	International Law Sp

Special Coordination Instructions: Coordinate with the U.S. Army Adjutant General's School concerning training for MOS 71D and 71E.

Personnel Proponent

CHIEF OF CHAPLAINS

Branch		CMF (MOS)	
56	Chaplain	71M	Chaplain Assistant

Skill

7B	Pastoral Counselor, Alcohol and Drug Abuse
7C	Confinement Ministries
7D	Staff and Parish Development Ministries
7E	Chaplain Education and Tng
7F	Pastoral Coordinator

Table 1-1

Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
7J	Religious Education Ministries	
7K	Marriage and Family Ministries	
7L	Chaplain Manpower and Force Development Sp	
7M	Chaplain Resource Manager	
7N	Chaplain Service School (Instructor)	
7P	Mass Media Ministries	
7R	Hospital Ministries	

Personnel Proponent

THE SURGEON GENERAL

Branch	MOS	CMF
60-62	Medical Corps	91 Medical
63	Dental Corps	
64	Veterinary Corps	ASI
65	Army Medical Sp Corps	
66	Army Nurse Corps	D2 Dermatology Specialist
67-68	Medical Svc Corps	M3 Dialysis Specialist
7A	Environmental Chemist	M4 Blood Grouping, Collecting, & Processing
7G	Neonatal and Developmental Pediatric Therapy	N8 Urology Sp
7H	Upper Extremity Musculoskeletal Evaluation	T6 Electroencephalograph Specialty (EEG)
7I	Physical Therapy Neurological Care	X2 Prev Dentistry Specialist
7T	Clinical Nurse Sp	Y6 Cardiac Catheterization Sp
7U	Field Nursing	Y7 Sterile Pharmacy Specialty
7V	Nurse Recruiting	Y8 Allergy-Clinical Immunology Specialty
7W	Regional Anesthesia	
8A	Intensive Care	
8B	Operational Medicine	
8C	Thoracic Cardiovascular Care	
8D	Midwifery	
8E	Nurse Practitioner	
8F	Electroneuromyography	
8G	Neuromusculoskeletal Evaluation	
8H	Clinical Staff Nurse (Oper Rm Procedures Beginning Level) (RC Only)	
8I	Clinical Nutrition Sp	
8J	Infection Control	
8K	Centralized Material	
8L	Cardiopulmonary Physical Therapy	
8M	Family Planning	
8N	Clinical Investigation	
8P	Hand Surgery	
8Q	Total Hip Surgery	
8R	Head and Neck Surgery	
8S	Pediatric Hematology	
8T	Blood Banking	
8U	Pediatric Nephrology	
8V	Pediatric Endocrinology	
8W	Vascular Surgery	
8X	Neonatology	
8Y	Transplant Surgery	
8Z	Medical Research, Development, Test, and Evaluation	
9A	Med Proficiency	
9B	Med Proficiency	
9C	Med Proficiency	
9D	Med Proficiency	
9E	Medical Aviation Logistician	
9F	Microbiology	
9G	Immunology	
9H	Parasitology	
9J	Physiology	

Table 1-1

Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer	Enlisted
9K	Radiobiology		
9L	Toxicology		
9M	Anatomy		
9N	Biochemistry		
9P	Pharmacology		
9Q	Psychology		
9R	Education, Health Care		
9S	Dental Materials		
9T	Veterinary Food Technology		
9U	Veterinary Laboratory Medicine		
9V	Veterinary Public Health		
9W	Veterinary Clinical Medicine		
9X	Veterinary Anatomical Pathology		
9Y	Veterinary Clinical Pathology		
9Z	Veterinary Surgeon		

Special Coordination Instructions: Coordinate with DISC4 for AOC 67D and U.S. Army Aviation Center and School for AOC 67J. CMF 91 staff action responsibility has been delegated to Commandant, Academy of Health Sciences.

Personnel Proponent

COMMANDANT, U.S. ARMY CHEMICAL SCHOOL

Branch

74 Chemical Corps

CMF

54 Chemical

Skill

3R NBC Officer

SQI

C Nuclear, Biological, and Chemical (NBC)

ASI

L5 NBC Recon

PCP: DCSOPS

Personnel Proponent

COMMANDANT, U.S. ARMY TRANSPORTATION SCHOOL

Branch

88 Transportation Corps

MOS

880A Marine Deck Off

881A Marine Eng Off

CMF

88 Transportation

Skill

3S Unit Air Movements Off

3U Installation Traffic Mgr

3V Joint Personal Property

SQI

1

Master (Class A-1 Freight and Towing Vsls Upon coastal and inland waters); Mate (Class A-2 unlimited Mtr Vsls upon oceans)

2

Master (Class A-2 unlimited Mtr Vsls upon oceans); Radar Observer

ASI

B1 Rough Terrain Container Handling and Op
E6 Veh Op and Maint (LACV)
H2 Personal Property Movement

PCP: DCSLOG

Personnel Proponent

COMMANDER U.S. ARMY ORDNANCE CENTER AND SCHOOL

Branch

91 Ordnance

MOS

910A Ammo Tech

911A Nuc Wpn Tech

912A LCMS Tech

913A Armt Rep Tech

914A Allied Trades Tech

915A Wveh Maint Tech

915B Lt Track Sys Maint Tech

915C FA Sys Maint Tech

915D AR/CAV Sys Maint Tech

915E Supt/Stf Maint Tech

CMF

27 Land Combat and Air Def
Sys Intermediate Maint
55 Ammo
63 Mech Maint

ASI

D3 BRADLEY Fighting
Veh Sys (BFVS) Rpr
H8 Recovery Ops

12

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Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
	<i>SOI</i>	J5 Tech Escorting J9 TOW Field Test Set (TFTS), (TOW Ground)
	V Intermediate Maint Rep Tech	L8 Tank Rep (M-1)
	<i>ASI</i>	M5 ABRAMS/BFVS Sys Maint T5 PATRIOT Inter Level Maint W2 HAWK Simulator Station Maint (AN/TPQ-29)
	6A M1 ABRAMS Tank Maint Tech	
	6C M2 BIFV/M3 CFV Maint Tech	

PCP: DCSLOG

Special Coordination Instructions: Coordinate with U.S. Army Ordnance Missile and Munitions Center and School for AOC 91C, 91D, and 91E; WO MOS 910A, 911A, and 912A; CMF 27 and 55; with the Nuclear and Chemical Agency for WO MOS 911A; the U.S. Army Air Defense Artillery School for WO SOI V and enlisted ASI T5; the U.S. Army Engineer School concerning training and professional development for MOS 52C, 52D, 52F, and 62B; the U.S. Army Armor School for MOS 45E, 45D, 45N, 45T, 63E, 63N, and 63T; and the U.S. Army Field Artillery School for MOS 45D.

Personnel Proponent

COMMANDANT, U.S. ARMY QUARTERMASTER SCHOOL

Branch	MOS	CMF
92 Quartermaster Corps	920A Property Acct Tech 920B Sup Systems Tech	76 Sup and Svc 77 Petroleum and Water
<i>Skill</i>	921A Airdrop Systems Tech 922A Food Svc Tech	94 Food Svc
4U Commissary Management Off		<i>ASI</i>
4V Graves Registration Off		B5 Tac Army Cbt Svc Spt Comp Sys/ Standard Maint Sys (TACCS/ SAMS) D1 Bread Baking F3 Corps/Installation Sup Ops Automated F4 Division Sup Ops Automated (Property Book) G5 Standard Property Book Sys (SPBS) H7 Petroleum Veh Ops T8 Division Sup Acc (DS4/DS Unit Standard Sup Sys) U5 Commissary Ops U8 Computer Ops (DAS3/PHOENIX) V6 Spectrometric Oil Analysis Z5 Enlisted Aide

PCP: DCSLOG

Personnel Proponent

ASSISTANT SECRETARY OF THE ARMY (FM)

Functional Area

45 Comptroller (FM)

Personnel Proponent

CHIEF OF PUBLIC AFFAIRS

Functional Area

46 Public Affairs

CMF

46 Public Affairs

ASI

J8 Photojournalism

Special Coordination Instructions: Coordinate with the Defense Information Sch. 11 concerning training for MOS 46Q, 46R, and 46Z.

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer		Enlisted	
Personnel Proponent					
SUPERINTENDENT, UNITED STATES MILITARY ACADEMY					
Functional Area					
47	USMA Permanent Faculty				
Personnel Proponent					
DEPUTY CHIEF OF STAFF FOR OPERATIONS					
Functional Area					
48	Foreign Area Off				
Skill					
4P	Security Assistance				
4S	Attache				
6Z	Strategist				
Personnel Proponent					
COMMANDER, TRADOC ANALYSIS COMMAND					
Functional Area					
49	Ops Research/Sys Analysis				
Skill					
4B	Ops Research/Sys Analysis				
Personnel Proponent					
COMMANDER, U.S. ARMY COMBINED ARMS CENTER					
Functional Area				SQI	
50	Force Development*			N	Joint Planner
52	Nuclear Wpns**				
54	Ops, Plans, and Tng*			AS/	
Skill				A3	Force Development (TAADS)
				Q8	Tac Air Ops
3A	Joint Duty Assignment				
3H	Joint Planner				
3K	Joint Command, Con and Comm (C3)				
3L	Joint Specialty Officer				
PCP: *DCSOPS					
PCP: **Nuc & Chem Agency					
Personnel Proponent					
COMMANDER, U.S. ARMY MATERIEL COMMAND					
Functional Area		SQI		SQI	
51	Research & Development*	Z	RDTE Tech	R	RDTE
Skill					
6T	Materiel Acquisition Management				
7Y	Cbt Development				
PCP: *Assistant Secretary of the Army (RDA)					
Personnel Proponent					
ASSISTANT SECRETARY OF THE ARMY (RDA)					
Functional Area					
97	Contracting and Industrial Management				

Table 1-1
Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer		Warrant Officer		Enlisted	
<i>Skill</i>					
6X	Army Research Associates Prog.				
Special Coordination Instructions: Coordinate with U.S. Army Materiel Command concerning Training With Industry (TWI).					
<i>Personnel Proponent</i>					
COMMANDANT, U.S. ARMY RECRUITING AND RETENTION SCHOOL					
				CMF	
				79	Recruitment & Reenlistment
				SQI	
				4	Non-Career Recruiter
				ASI	
				V7	Guidance Counseling
PCP: DCSPER; plus USAREC for MOS 00R and MOS 00E (USAR), OCAR for MOS 79D (USAR), and NGB for MOS 00E and 79D (ARNG).					
<i>Personnel Proponent</i>					
COMMANDANT, U.S. ARMY PHYSICAL FITNESS SCHOOL					
<i>Skill</i>		ASI		ASI	
6P	Master Fitness Trainer	6P	Master Fitness Trainer	P5	Master Fitness Trainer
PCP: DCSPER					
<i>Personnel Proponent</i>					
COMMANDANT, U.S. ARMY SPACE INSTITUTE					
<i>Skill</i>					
3Y	Space Activities				
<i>Personnel Proponent</i>					
COMMANDER, U.S. ARMY RECRUITING COMMAND					
<i>Skill</i>					
4T	Recruiting Officer (RO)				
<i>Personnel Proponent</i>					
THE INSPECTOR GENERAL					
<i>Skill</i>					
5N	Inspector General				
<i>Personnel Proponent</i>					
COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND					
<i>Skill</i>		SQI		SQI	
5K	Instructor	6	Instruction Methods	H	Instructor
7Q	Tng Development		Developer	X	Drill Sergeant
		8	Instructor	2	Tng Development
<i>Personnel Proponent</i>					
COMMANDER, U.S. ARMY SOLDIER SUPPORT CENTER-NATIONAL CAPITAL REGION					
<i>Skill</i>					
6S	MANPRINT Officer				
<i>Personnel Proponent</i>					
DEPUTY CHIEF OF STAFF FOR LOGISTICS					
<i>Skill</i>				SQI	
7Z	Logistician			K	Logistics NCO

Table 1-1

Consolidated Career Fields and principal coordination points by personnel proponent—Continued

Commissioned Officer	Warrant Officer	Enlisted
<i>Personnel Proponent</i>		
COMMANDER, U.S. TOTAL ARMY PERSONNEL COMMAND		
	ASI	
	4A	Warrant Off Sr Course (WOSC) Graduate
<i>Personnel Proponent</i>		
DEPUTY CHIEF OF STAFF, INTELLIGENCE		
		SQI
	L	Linguist
<i>Personnel Proponent</i>		
COMMANDANT, U.S. ARMY SERGEANTS MAJOR ACADEMY		
		ASI
	1S	Pers and Log Stf NCO
	3S	Sr NCO Opns/Intel Sgt
		SQI
	M	First Sergeant
<i>Personnel Proponent</i>		
CHIEF OF STAFF OF THE ARMY		
<i>Skill</i>		
4K	Artificial Intelligence	
4R	Robotics	
6Y	Installation Management (IM)	
<i>Personnel Proponent</i>		
CHIEF OF MILITARY HISTORY		
<i>Skill</i>		
5X	Historian	

Table 1-2

Commissioned officer branches, functional areas, and skills

Immaterial Codes

Code	Title	Personnel proponent	Branch	Title	Personnel proponent
01A	Branch Immaterial	Commander, U.S. Army Soldier Support Center	18	Special Forces	Commandant, U.S. Army JFK Special Warfare Center and School
02A	Combat Arms Immaterial	Commander, U.S. Army Combined Arms Center	21	Corps of Engineers	Commandant, U.S. Army Engineer School
03A	Logistics Immaterial	Commander, U.S. Army Logistics Center	25	Signal Corps	Commander, U.S. Army Signal Center and School
04A	Personnel Immaterial	Commander, U.S. Army Soldier Support Center	31	Military Police	Commandant, U.S. Army Military Police School
			35	Military Intelligence Branch	Commander, U.S. Army Intelligence Center and School
11	Infantry	Commandant, U.S. Army Infantry School	38	Civil Affairs (RC Only)	Commander, U.S. Army JFK Special Warfare Center and School
12	Armor	Commandant, U.S. Army Armor School	42	Adjutant General's Corps	Commandant, U.S. Army Adjutant General's School
13	Field Artillery	Commandant, U.S. Army Field Artillery School	44	Finance Corps	Commandant, U.S. Army Finance School
14	Air Defense Artillery	Commandant, U.S. Army Air Defense Artillery School	55	Judge Advocate General's Corps	The Judge Advocate General
15	Aviation	Commander, U.S. Army Aviation Center			

Table 1-2
Commissioned officer branches, functional areas, and skills—Continued

Branch	Title	Personnel proponent	Skill code	Title	Personnel proponent
56	Chaplain	Chief of Chaplains	D2	AH-1Q/S Pilot	Commander, U.S. Army
60-62	Medical Corps	The Surgeon General			Aviation Center
63	Dental Corps	The Surgeon General	D5	AH-64 Pilot	Commander, U.S. Army
64	Veterinary Corps	The Surgeon General			Aviation Center
65	Army Medical Specialist Corps	The Surgeon General	E1	U-8 Pilot	Commander, U.S. Army
66	Army Nurse Corps	The Surgeon General	E2	T-42 Pilot	Commander, U.S. Army
67-68	Medical Service Corps	The Surgeon General			Aviation Center
74	Chemical	Commandant, U.S. Army Chemical School	E4	U-21 Pilot	Commander, U.S. Army
88	Transportation Corps	Commandant, U.S. Army Transportation School	E5	C-12 Pilot	Commander, U.S. Army
91	Ordnance	Commander, U.S. Army Ordnance Center and School	E9	UV-18 Pilot	Commander, U.S. Army
92	Quartermaster Corps	Commandant, U.S. Army Quartermaster School	F1	OV-1/RV-1 Pilot	Commander, U.S. Army
			F2	RU-21 Pilot	Commander, U.S. Army
			F3	RC-12 Pilot	Commander, U.S. Army
Functional area	Title	Personnel proponent			
39	Psychological Operations and Civil Affairs	Commander, U.S. Army JFK Special Warfare Center and School	G1	Instrument Flight Examiner	Commander, U.S. Army
41	Personnel Programs Management	Commandant, U.S. Army Adjutant General's School	G2	Instructor Pilot	Commander, U.S. Army
45	Comptroller	Assistant Secretary of the Army (FM)	G3	Nonstandard Fixed Wing Pilot	Commander, U.S. Army
46	Public Affairs	Chief of Public Affairs	G4	Nonstandard Rotary Wing Pilot	Commander, U.S. Army
47	USMA Permanent Faculty	Superintendent, U.S. Military Academy	G5	Experimental Test Pilot	Commander, U.S. Army
48	Foreign Area Officer	Deputy Chief of Staff for Operations	G6	Maintenance Test Pilot	Commander, U.S. Army
49	Operations Research/Systems Analysis	TRADOC Analysis Command	G7	Aviation Related	Commander, U.S. Army
50	Force Development	Commander, U.S. Army Combined Arms Center	G8	Aviation Safety Officer	Commander, U.S. Army
51	Research and Development	Commander, U.S. Army Materiel Command	3A	Joint Duty Assignment (JDA)	Commander, U.S. Army
52	Nuclear Weapons	Commander, U.S. Army Combined Arms Center	3B	M551 Armor Reconnaissance Vehicle	Commandant, U.S. Army
53	Systems Automation Officer	Commander, U.S. Army Signal Center and School	3C	M60A1-A3 & M48 Series Tank	Commandant, U.S. Army
54	Operations, Plans, and Training	Commander, U.S. Army Combined Arms Center	3D	Government Contract Law Specialist	The Judge Advocate General
97	Contracting and Industrial Management	Assistant Secretary of the Army (RDA)	3E	Tactical Exploitation of National Capabilities (TENCAP)	Commander, U.S. Army
			3F	Patent Law Specialist	Intelligence Center and School
			3G	Claims/Litigation Specialist	The Judge Advocate General
A1	OH-58A/C Obsn Pilot	Commander, U.S. Army Aviation Center	3H	Joint Planner	Commander, U.S. Army
A2	OH-58A/C Scout Pilot	Commander, U.S. Army Aviation Center	3K	Joint Command, Control and Communications (C3)	Commander, U.S. Army
A3	OH-58D Scout Pilot	Commander, U.S. Army Aviation Center	3L	Joint Specialty Officer	Commander, U.S. Army
A5	OH-6 Scout Pilot	Commander, U.S. Army Aviation Center	3M	M1/M1A1 ABRAMS Tank	Commandant, U.S. Army
B1	UH-1 Pilot	Commander, U.S. Army Aviation Center	3N	International Law Specialist	The Judge Advocate General
B2	UH-60 Pilot	Commander, U.S. Army Aviation Center	3Q	Strategic Debriefing and Interrogator	Commander, U.S. Army
B4	EH-1 Pilot	Commander, U.S. Army Aviation Center	3R	NBC Officer	Commandant, U.S. Army
B5	EH-60 Pilot	Commander, U.S. Army Aviation Center	3S	Unit Air Movements Officer	Chemical School
C1	CH-47 A/B/C Pilot	Commander, U.S. Army Aviation Center	3T	Controlled Collection	Commandant, U.S. Army
C2	CH-47D Pilot	Commander, U.S. Army Aviation Center			Transportation School
C4	CH-54 Pilot (RC only)	Commander, U.S. Army Aviation Center			Commander, U.S. Army
D1	AH-1G Pilot	Commander, U.S. Army Aviation Center	3U	Installation Traffic Manager	Intelligence Center and School
					Commandant, U.S. Army
					Transportation School

Table 1-2
Commissioned officer branches, functional areas, and skills—Continued

Skill code	Title	Personnel proponent	Skill code	Title	Personnel proponent
3V	Joint Personal Property	Commandant, U.S. Army Transportation School	5S	Ranger-Parachutist	Commandant, U.S. Army Infantry School
3W	NSA Junior Officer Cryptologic Career Program	Commander, U.S. Army Intelligence Center and School	5T	Equal Opportunity Advisor	Commandant, U.S. Army Adjutant General's School
3X	M2 BRADLEY Infantry Fighting Vehicle/M3 Cavalry Fighting Vehicle	Commandant, U.S. Army Infantry School	5U	Air Operations Officer	Commander, U.S. Army Aviation Center
3Y	Space Activities	Commandant, U.S. Army Space Institute	5V	Marine Diver	Commandant, U.S. Army Engineer School
3Z	Mortar Unit Officer	Commandant, U.S. Army Infantry School	5X	Historian	Chief of Military History
4B	Operations Research/Systems Analysis	Commander, U.S. Army Training and Doctrine Command	5Y	Civil Defense Officer	Commander, U.S. Army JFK Special Warfare Center and School
4D	TACFIRE Remote Terminal Officer	Commandant, U.S. Army Field Artillery School	5Z	Organizational Effectiveness Staff Officer	Commandant, U.S. Army Adjutant General's School
4F	TACFIRE Fire Direction Operations Officer	Commandant, U.S. Army Field Artillery School	6A	Defense Sensor Interpretation and Application Training Program (DSIATP)	Commander, U.S. Army Intelligence Center and School
4H	Branch Automation Officer	Commander, U.S. Army Signal Center and School	6B	BN/BDE C-E Staff Officer	Commander, U.S. Army Signal Center and School
4J	Postal	Commandant, U.S. Army Adjutant General's School	6C	Economist	Commander, U.S. Army JFK Special Warfare Center and School
4K	Artificial Intelligence	Chief of Staff of the Army	6J	Electronic Engineer	Commander, U.S. Army Signal Center and School
4P	Security Assistance	Deputy Chief of Staff for Operations	6K	Electrical Engineer	Commander, U.S. Army Signal Center and School
4R	Robotics	Chief of Staff of the Army	6P	Master Fitness Trainer	Commandant, U.S. Army Physical Fitness School
4S	Attache	Deputy Chief of Staff for Operations	6Q	Long Range Surveillance Leader	Commandant, U.S. Army Infantry School
4T	Recruiting Officer (RO)	Commander, U.S. Army Recruiting Command	6S	MANPRINT Officer	Commander, U.S. Army Soldier Support Center-NCR
4U	Commissary Management Officer	Commandant, U.S. Army Quartermaster School	6T	Materiel Acquisition Management	Commander, U.S. Army Materiel Command
4V	Graves Registration Officer	Commandant, U.S. Army Quartermaster School	6U	Agricultural Officer	Commander, U.S. Army JFK Special Warfare Center and School
4W	Underwater Special Operations	Commander, U.S. Army JFK Special Warfare Center and School	6V	Cultural Affairs Officer	Commander, U.S. Army JFK Special Warfare Center and School
4X	Military Free Fall Special Operations	Commander, U.S. Army JFK Special Warfare Center and School	6W	Archivist	Commander, U.S. Army JFK Special Warfare Center and School
4Y	Military Free Fall and Underwater Special Operations	Commander, U.S. Army JFK Special Warfare Center and School	6X	Army Research Associates Program	Assistant Secretary of the Army (RDA)
5A	Advanced Marksman	Commandant, U.S. Army Infantry School	6Y	Installation Management (IM)	Assistant Secretary of the Army (FM)
5B	Visual Information	Commander, U.S. Army Signal Center and School	6Z	Strategist	Deputy Chief of Staff for Operations
5D	Radio Frequency Manager	Commander, U.S. Army Signal Center and School	7A	Environmental Chemist	The Surgeon General
5F	Technical Intelligence	Commander, U.S. Army Intelligence Center and School	7B	Pastoral Counselor, Alcohol, and Drug Abuse	Chief of Chaplains
5H	Nuclear Chemical Target Analyst	Commandant, U.S. Army Field Artillery School	7C	Confinement Ministries Staff and Parish Development Ministries	Chief of Chaplains
5J	Technical Escort	Commander, U.S. Army Ordnance Center and School	7D	Chaplain Education and Training	Chief of Chaplains
5K	Instructor	Commander, U.S. Army Training and Doctrine Command	7E	Pastoral Coordinator	Chief of Chaplains
5M	Electronic Warfare	Commander, U.S. Army Intelligence Center and School	7F	Neonatal and Developmental Pediatric Therapy	The Surgeon General
5N	Inspector General	The Inspector General	7G	Upper Extremity Musculoskeletal Evaluation	The Surgeon General
5P	Parachutist	Commandant, U.S. Army Infantry School	7H	Physical Therapy Neurological Care	The Surgeon General
5R	Ranger	Commandant, U.S. Army Infantry School	7I		

Table 1-2
Commissioned officer branches, functional areas, and skills—Continued

Skill code	Title	Personnel proponent
7J	Religious Education Ministries	Chief of Chaplains
7K	Marriage and Family Ministries	Chief of Chaplains
7L	Chaplain Manpower and Force Development Specialist	Chief of Chaplains
7M	Chaplain Resource Manager	Chief of Chaplains
7N	Chaplain Service School (Instructor)	Chief of Chaplains
7P	Mass Media Ministries	Chief of Chaplains
7Q	Training Development	Commander, U.S. Army Training and Doctrine Command
7R	Hospital Ministries	Chief of Chaplains
7S	Alcohol and Drug Control Officer	Commandant, U.S. Army Adjutant General's School
7T	Clinical Nurse Specialist	The Surgeon General
7U	Field Nursing	The Surgeon General
7V	Nurse Recruiting	The Surgeon General
7W	Regional Anesthesia	The Surgeon General
7Y	Combat Developments	Commander, U.S. Army Materiel Command
7Z	Logistician	Deputy Chief of Staff for Logistics
8A	Intensive Care	The Surgeon General
8B	Operational Medicine	The Surgeon General
8C	Thoracic Cardiovascular Care	The Surgeon General
8D	Midwifery	The Surgeon General
8E	Nurse Practitioner	The Surgeon General
8F	Electroneuromyography	The Surgeon General
8G	Neuromusculoskeletal Evaluation	The Surgeon General
8H	Clinical Staff Nurse (Operating Room Procedures Beginning Level) (RC Only)	The Surgeon General
8I	Clinical Nutrition Specialist	The Surgeon General
8J	Infection Control	The Surgeon General
8K	Centralized Material	The Surgeon General
8L	Cardiopulmonary Physical Therapy	The Surgeon General
8M	Family Planning	The Surgeon General
8N	Clinical Investigation	The Surgeon General
8P	Hand Surgery	The Surgeon General
8Q	Total Hip Surgery	The Surgeon General
8R	Head and Neck Surgery	The Surgeon General
8S	Pediatric Hematology	The Surgeon General
8T	Blood Banking	The Surgeon General
8U	Pediatric Nephrology	The Surgeon General
8V	Pediatric Endocrinology	The Surgeon General
8W	Vascular Surgery	The Surgeon General
8X	Neonatology	The Surgeon General
8Y	Transplant Surgery	The Surgeon General
8Z	Medical Research, Development, Test, and Evaluation	The Surgeon General
9A-D	Medical Proficiency	The Surgeon General
9E	Medical Aviation Logistician	The Surgeon General
9F	Microbiology	The Surgeon General
9G	Immunology	The Surgeon General
9H	Parasitology	The Surgeon General
9J	Physiology	The Surgeon General
9K	Radiobiology	The Surgeon General
9L	Toxicology	The Surgeon General
9M	Anatomy	The Surgeon General
9N	Biochemistry	The Surgeon General
9P	Pharmacology	The Surgeon General
9Q	Psychology	The Surgeon General
9R	Education, Health Care	The Surgeon General

Skill code	Title	Personnel proponent
9S	Dental Materials	The Surgeon General
9T	Veterinary Food Technology	The Surgeon General
9U	Veterinary Laboratory Medicine	The Surgeon General
9V	Veterinary Public Health	The Surgeon General
9W	Veterinary Clinical Medicine	The Surgeon General
9X	Veterinary Anatomical Pathology	The Surgeon General
9Y	Veterinary Clinical Pathology	The Surgeon General
9Z	Veterinary Surgeon	The Surgeon General

Table 1-3
Warrant officer MOSs, SQIs, and ASIs

MOS	Title	Personnel proponent
130A	PERSHING Missile System Technician	Commandant, U.S. Army Field Artillery School
130B	LANCE Missile System Technician	Commandant, U.S. Army Field Artillery School
131A	Target Acquisition Radar Technician	Commandant, U.S. Army Field Artillery School
131B	Remotely Piloted Vehicle (RPV) Technician	Commandant, U.S. Army Field Artillery School
132A	Meteorology Technician	Commandant, U.S. Army Field Artillery School
140A	Command and Control Systems Technician	Commandant, U.S. Army Air Defense Artillery School
140B	CHAPARRAL-VULCAN Systems Technician	Commandant, U.S. Army Air Defense Artillery School
140C	Custodial Systems Technician	Commandant, U.S. Army Air Defense Artillery School
140D	HAWK Missile System Technician	Commandant, U.S. Army Air Defense Artillery School
140E	PATRIOT Missile System Technician	Commandant, U.S. Army Air Defense Artillery School
150A	Air Traffic Control (ATC) Technician	Commander, U.S. Army Aviation Center
151A	Aviation Maintenance Technician (Nonrated)	Commander, U.S. Army Aviation Center
152B	OH-58A/C Scout Pilot	Commander, U.S. Army Aviation Center
152C	OH-6 Scout Pilot	Commander, U.S. Army Aviation Center
152D	OH-58D Scout Pilot	Commander, U.S. Army Aviation Center
152F	AH-64 Pilot	Commander, U.S. Army Aviation Center
152G	AH-1 Pilot	Commander, U.S. Army Aviation Center
153A	Rotary Wing Aviator (Acft Nonspecific)	Commander, U.S. Army Aviation Center
153B	UH-1 Pilot	Commander, U.S. Army Aviation Center
153C	OH-58A/C Pilot (Observer)	Commander, U.S. Army Aviation Center
153D	UH-60 Pilot	Commander, U.S. Army Aviation Center
154A	CH-54 Pilot (Hvy Lift RC only)	Commander, U.S. Army Aviation Center
154B	C-47A/B/C Pilot	Commander, U.S. Army Aviation Center
154C	CH-47D Pilot	Commander, U.S. Army Aviation Center
155A	Fixed Wing Aviator (Acft Nonspecific)	Commander, U.S. Army Aviation Center

Table 1-3
Warrant officer MOSs, SQIs, and ASIs—Continued

MOS	Title	Personnel proponent	MOS	Title	Personnel proponent
155D	U-21 Pilot	Commander, U.S. Army Aviation Center	353A	IEW Equipment Technician	Commander, U.S. Army Intelligence Center and School
155E	C-12 Pilot	Commander, U.S. Army Aviation Center	420A	Military Personnel Technician	Commandant, U.S. Army Adjutant General's School
156A	OV-1/RV-1 Pilot	Commander, U.S. Army Aviation Center	420C	Bandmaster	Chief, Army Bands
180A	Special Forces Technician	Commander, U.S. Army JFK Special Warfare Center and School	420D	Club Manager	Commandant, U.S. Army Adjutant General's School
210A	Utilities Operation & Maintenance Technician	Commandant, U.S. Army Engineer School	550A	Legal Administrator	The Judge Advocate General
213A	Engineer Equipment Repair Technician	Commandant, U.S. Army Engineer School	600A	Physician Assistant	The Surgeon General
215A	Photomapping Technician	Commandant, U.S. Army Engineer School	640A	Veterinary Services Technician	The Surgeon General
215B	Survey Technician	Commandant, U.S. Army Engineer School	670A	Health Services Maintenance Technician	The Surgeon General
215C	Reproduction Technician	Commandant, U.S. Army Engineer School	880A	Marine Deck Officer	Commandant, U.S. Army Transportation School
215D	Terrain Analysis Technician	Commandant, U.S. Army Engineer School	881A	Marine Engineering Officer	Commandant, U.S. Army Transportation School
250A	Communications Security Technician	Commander, U.S. Army Signal Center and School	910A	Ammunition Technician	Commander, U.S. Army Ordnance Center and School
250B	Tactical Automated Network Technician	Commander, U.S. Army Signal Center and School	911A	Nuclear Weapons Technician	Commander, U.S. Army Ordnance Center and School
251A	Data Processing Technician	Commander, U.S. Army Signal Center and School	912A	LCMS Technician	Commander, U.S. Army Ordnance Center and School
252A	TMDE Maintenance Support Technician	Commander, U.S. Army Signal Center and School	913A	Armament Repair Technician	Commander, U.S. Army Ordnance Center and School
256A	C-E Repair Technician	Commander, U.S. Army Signal Center and School	914A	Allied Trades Technician	Commander, U.S. Army Ordnance Center and School
311A	CID Special Agent	Commandant, U.S. Army Military Police School	915A	Wheel Vehicle Maintenance Technician	Commander, U.S. Army Ordnance Center and School
350B	Order of Battle Technician	Commander, U.S. Army Intelligence Center and School	915B	Light Track Systems Maintenance Technician	Commander, U.S. Army Ordnance Center and School
350D	Imagery Intelligence Technician	Commander, U.S. Army Intelligence Center and School	915C	FA Systems Maintenance Technician	Commander, U.S. Army Ordnance Center and School
350L	Attache Technician	Commander, U.S. Army Intelligence Center and School	915D	Armor/Cavalry Systems Maintenance Technician	Commander, U.S. Army Ordnance Center and School
351B	Counterintelligence Special Agent	Commander, U.S. Army Intelligence Center and School	915E	Support/Staff Maintenance Technician	Commander, U.S. Army Ordnance Center and School
351C	Area Intelligence Technician	Commander, U.S. Army Intelligence Center and School	920A	Property Account Technician	Commandant, U.S. Army Quartermaster School
351E	Interrogation Technician	Commander, U.S. Army Intelligence Center and School	920B	Supply Systems Technician	Commandant, U.S. Army Quartermaster School
352C	Traffic Analysis Technician	Commander, U.S. Army Intelligence Center and School	921A	Airdrop Systems Technician	Commandant, U.S. Army Quartermaster School
352D	Emitter Location/Identification Technician	Commander, U.S. Army Intelligence Center and School	922A	Food Service Technician	Commandant, U.S. Army Quartermaster School
352G	Voice Intercept Technician	Commander, U.S. Army Intelligence Center and School			
352H	Morse Intercept Technician	Commander, U.S. Army Intelligence Center and School	SQI	Title	Personnel proponent
352J	Emanations Analysis Technician	Commander, U.S. Army Intelligence Center and School	1	Master (Class A-1 Freight and Towing Vessels Upon Coastal and Inland Waters) Mate (Class A-2 Unlimited Motor Vessels Upon Oceans)	Commandant, U.S. Army Transportation School
352K	Non-Morse Intercept Technician	Commander, U.S. Army Intelligence Center and School	2	Master (Class A-2 Unlimited Motor Vessels Upon Oceans); Radar Observer	Commandant, U.S. Army Transportation School

Table 1-3
Warrant officer MOSs, SQIs, and ASIs—Continued

SQI	Title	Personnel proponent	ASI	Title	Personnel proponent
5	Power Systems Technician or Power Generation Technician	Commandant, U.S. Army Engineer School	B4	EH-1 Pilot	Commander, U.S. Army Aviation Center
6	Instruction Methods Developer	Commander, U.S. Army Training and Doctrine Command	B5	EH-60 Pilot	Commander, U.S. Army Aviation Center
7	Parachutist	Commandant, U.S. Army Infantry School	C1	CH-47A/B/C Pilot	Commander, U.S. Army Aviation Center
8	Instructor	Commander, U.S. Army Training and Doctrine Command	C2	CH-47D Pilot	Commander, U.S. Army Aviation Center
A	Air Traffic Control Technician	Commander, U.S. Army Aviation Center	C4	CH-54 Pilot (RC only)	Commander, U.S. Army Aviation Center
B	Aviation Safety Officer	Commander, U.S. Army Aviation Center	D1	AH-1G Pilot	Commander, U.S. Army Aviation Center
C	Instructor Pilot	Commander, U.S. Army Aviation Center	D2	AH-1Q/S Pilot	Commander, U.S. Army Aviation Center
D	Aeromedical Evacuation Pilot	Commander, U.S. Army Aviation Center	D5	AH-64 Pilot	Commander, U.S. Army Aviation Center
E	Aircraft Armament Maintenance Technician	Commander, U.S. Army Aviation Center	E1	U-8 Pilot	Commander, U.S. Army Aviation Center
F	Instrument Flight Examiner	Commander, U.S. Army Aviation Center	E2	T-42 Pilot (RC only)	Commander, U.S. Army Aviation Center
G	Aircraft Maintenance Technician	Commander, U.S. Army Aviation Center	E4	U-21 Pilot	Commander, U.S. Army Aviation Center
J	Experimental Test Pilot	Commander, U.S. Army Aviation Center	E5	C-12 Pilot	Commander, U.S. Army Aviation Center
K	Polygraph Examiner	Commandant, U.S. Army Military Police School	E9	UV-18 Pilot	Commander, U.S. Army Aviation Center
M	Latent Print Examiner	Commandant, U.S. Army Military Police School	F1	OV-1/RV-1 Pilot	Commander, U.S. Army Aviation Center
N	Forensic Photographer	Commandant, U.S. Army Military Police School	F2	RU-21 Pilot	Commander, U.S. Army Aviation Center
N	Intelligence Photographer	Commander, U.S. Army Intelligence Center and School	F3	RC-12 Pilot	Commander, U.S. Army Aviation Center
P	Questioned Document Examiner	Commandant, U.S. Army Military Police School	G1	Instrument Flight Examiner	Commander, U.S. Army Aviation Center
R	Forensic Chemist	Commandant, U.S. Army Military Police School	G2	Instructor Pilot	Commander, U.S. Army Aviation Center
S	Firearms and Toolmark Examiner	Commandant, U.S. Army Military Police School	G3	Nonstandard Fixed Wing Pilot	Commander, U.S. Army Aviation Center
T	Transition	N/A	G4	Nonstandard Rotary Wing Pilot	Commander, U.S. Army Aviation Center
U	General Staff Administrative Technician	Commandant, U.S. Army Adjutant General's School	G5	Experimental Test Pilot	Commander, U.S. Army Aviation Center
V	Intermediate Maintenance Repair Technician	Commander, U.S. Army Ordnance Center and School	G6	Aircraft Maintenance Technician	Commander, U.S. Army Aviation Center
V	COMSEC Equipment Repair Technician	Commander, U.S. Army Signal Center and School	G8	Aviation Safety Officer	Commander, U.S. Army Aviation Center
Y	Telecommunications System Analyst	Commander, U.S. Army Signal Center and School	H1	Aircraft Armament Maintenance Technician	Commander, U.S. Army Aviation Center
Z	Research, Development, Test and Evaluation (RDTE) Technician	Commander, U.S. Army Materiel Command	H2	Aviation Life Support Technician	Commander, U.S. Army Aviation Center
ASI	Title	Personnel proponent	H4	Aeromedical Evacuation Pilot	Commander, U.S. Army Aviation Center
A1	OH-58A/C Obsn Pilot	Commander, U.S. Army Aviation Center	H9	M-22 Gunner (RC only)	Commander, U.S. Army Aviation Center
A2	OH-58A/C Scout Pilot	Commander, U.S. Army Aviation Center	3A	Avionics and Navigation Equipment Repair Technician	Commander, U.S. Army Signal Center and School
A3	OH-58D Scout Pilot	Commander, U.S. Army Aviation Center	3E	Satellite Communications System Repair Technician	Commander, U.S. Army Signal Center and School
A5	OH-6 Scout Pilot	Commander, U.S. Army Aviation Center	3U	Digital/Automation Maintenance Technician	Commander, U.S. Army Signal Center and School
B1	UH-1 Pilot	Commander, U.S. Army Aviation Center	4A	Warrant Officer Senior Course (WOSC) Graduate	Commanding General, Total Army Personnel Command
B2	UH-60 Pilot	Commander, U.S. Army Aviation Center	4W	Underwater Special Operations	Commander, U.S. Army JFK Special Warfare Center and School
			4X	Military Free Fall Special Operations	Commander, U.S. Army JFK Special Warfare Center and School

Table 1-3
Warrant officer MOSs, SQIs, and ASIs—Continued

ASI	Title	Personnel proponent	CMF	Title	Personnel proponent
4Y	Military Free Fall and Underwater Special Operations	Commander, U.S. Army JFK Special Warfare Center and School	27	Land Combat and Air Defense Systems Intermediate Maintenance	Commander, U.S. Army Ordnance Center and School
6A	M1 ABRAMS Tank Maintenance Technician	Commander, U.S. Army Ordnance Center and School	29	Signal Maintenance	Commander, U.S. Army Signal Center and School
6B	General Safety Technician (NG Only)	Commander, U.S. Army Aviation Center	31	Signal Operations	Commander, U.S. Army Signal Center and School
6C	M2 BIFV/M3 CFV Maintenance Technician	Commander, U.S. Army Ordnance Center and School	33	EW/Intercept Systems Maintenance	Commander, U.S. Army Intelligence Center and School
6P	Master Fitness Trainer	Commandant, U.S. Army Physical Fitness School	46	Public Affairs	Chief of Public Affairs
CMF	Title	Personnel proponent	51	General Engineering	Commandant, U.S. Army Engineer School
7Y	Executive Club Manager	Commandant, U.S. Army Adjutant General's School	54	Chemical	Commandant, U.S. Army Chemical School
9A	Defense Sensor Interpretation and Application Training Program (DSIATP) Technician	Commander, U.S. Army Intelligence Center and School	55	Ammunition	Commander, U.S. Army Ordnance Center and School
9B	Cryptanalytic Technician	Commander, U.S. Army Intelligence Center and School	63	Mechanical Maintenance	Commander, U.S. Army Ordnance Center and School
9C	TENCAP Operations Technician	Commander, U.S. Army Intelligence Center and School	67	Aircraft Maintenance	Commander, U.S. Army Aviation Center
9D	Economic Crime Investigator	Commandant, U.S. Army Military Police School	71	Administration (except for the following MOSs)	Commandant, U.S. Army Adjutant General's School
9E	Senior Economic Crime Investigator	Commandant, U.S. Army Military Police School		MOS 71D Legal Specialist	The Judge Advocate General
9K	DAME Technician	Commander, U.S. Army Intelligence Center and School		MOS 71E Court Reporter	The Judge Advocate General
9L	Technical Surveillance Countermeasures (TSCM) Technician	Commander, U.S. Army Intelligence Center and School		MOS 71M Chaplain Assistant	Chief of Chaplains
9M	Technical Intelligence Technician	Commander, U.S. Army Intelligence Center and School		MOS 73C Finance Specialist	Commandant, U.S. Army Finance School
9N	Strategic Debriefing/Interrogator	Commander, U.S. Army Intelligence Center and School		MOS 73D Accounting Specialist	Commandant, U.S. Army Finance School
				MOS 73Z Finance Senior Sergeant	Commandant, U.S. Army Finance School
			74	Automatic Data Processing	Commander, U.S. Army Signal Center and School
			76	Supply and Service	Commandant, U.S. Army Quartermaster School
			77	Petroleum and Water	Commandant, U.S. Army Quartermaster School
			79	Recruitment and Reenlistment	Commandant, U.S. Army Recruiting and Retention School
			81	Topographic Engineering	Commandant, U.S. Army Engineer School
			88	Transportation	Commandant, U.S. Army Transportation School
			91	Medical	The Surgeon General
			93	Aviation Operation	Commander, U.S. Army Aviation Center
			94	Food Service	Commandant, U.S. Army Quartermaster School
			95	Military Police	Commandant, U.S. Army Military Police School
			96	Military Intelligence	Commander, U.S. Army Intelligence Center and School
			97	Bands	Chief, Army Bands
			98	Signals Intelligence/Electronic Warfare Operations	Commander, U.S. Army Intelligence Center and School

Table 1-4
Enlisted CMFs, SQIs, and ASIs

CMF	Title	Personnel proponent	SQI	Title	Personnel proponent
11	Infantry	Commandant, U.S. Army Infantry School	A	Technical Intelligence	Commander, U.S. Army Intelligence Center and School
12	Combat Engineering	Commandant, U.S. Army Engineer School			
13	Field Artillery	Commandant, U.S. Army Field Artillery School			
16	Air Defense Artillery	Commandant, U.S. Army Air Defense Artillery School			
18	Special Forces	Commander, U.S. Army JFK Special Warfare Center and School			
19	Armor	Commandant, U.S. Army Armor School			
23	Air Defense Systems Maintenance	Commandant, U.S. Army Air Defense Artillery School			
25	Visual Information	Commander, U.S. Army Signal Center and School			
22					

Table 1-4
Enlisted CMFs, SQIs, and ASIs—Continued

SQI	Title	Personnel proponent	ASI	Title	Personnel proponent
C	Nuclear, Biological, and Chemical (NBC) Civil Affairs Operations	Commandant, U.S. Army Chemical School Commander, U.S. Army JFK Special Warfare Center and School	B5	Tactical Army Combat Service Support Computer System/Standard Maintenance Systems (TACCS/SAMS)	Commandant, U.S. Army Quartermaster School
E	Northern Warfare Expert	Commandant, U.S. Army Infantry School	B7	Aircraft Maintenance (Ejection Seat)	Commander, U.S. Army Aviation Center
F	Flying Status	Commander, U.S. Army Aviation Center	B8	M60A3 Tank Operations and Maintenance	Commandant, U.S. Army Armor School
G	Ranger	Commandant, U.S. Army Infantry School	C1	MACOM Band Qualified	Chief, Army Bands
H	Instructor	Commander, U.S. Army Training and Doctrine Command	C2	Dragon Gunnery	Commandant, U.S. Army Infantry School
I	Installer	Commander, U.S. Army Signal Center and School	C3	Well Drilling	Commandant, U.S. Army Engineer School
K	Logistics NCO	Deputy Chief of Staff for Logistics	C4	Communications Technical Evaluation	Commander, U.S. Army Signal Center and School
L	Linguist	Deputy Chief of Staff, Intelligence	C5	Master Gunnery	Commandant, U.S. Army Armor School
M	First Sergeant	Commandant, U.S. Army Sergeants Major Academy	C6	High Power Radio Operator/Maintainer	Commander, U.S. Army Signal Center and School
N	Joint Planner	Commander, U.S. Army Combined Arms Center	C8	Transcribing/Gisting	Commander, U.S. Army Intelligence Center and School
O	No Special Qualifications	N/A	C9	MAGIC MAST Maintenance	Commandant, U.S. Army Engineer School
P	Parachutist	Commandant, U.S. Army Infantry School	D1	Bread Baking	Commandant, U.S. Army Quartermaster School
Q	Equal Opportunity Advisor (EOA)	Commandant, U.S. Army Adjutant General's School	D2	Dermatology Specialist	The Surgeon General
R	Research, Development, Test and Evaluation (RDTE)	Commander, U.S. Army Materiel Command	D3	BRADLEY Fighting Vehicle Systems (BFVS) Repairer	Commander, U.S. Army Ordnance Center and School
V	Ranger Parachutist	Commandant, U.S. Army Infantry School	D4	Battlefield Deception	Commander, U.S. Army Intelligence Center and School
X	Drill Sergeant	Commander, U.S. Army Training and Doctrine Command	D5	Area Intelligence Operations	Commander, U.S. Army Intelligence Center and School
Y	Pathfinder	Commandant, U.S. Army Infantry School	D6	AN/TRC-170(V) Digital Troposcatter Operations/Maintenance (TRI-TAC)	Commander, U.S. Army Signal Center and School
Z	Alcohol & Drug Abuse Prevention and Control Program	Commandant, U.S. Army Adjutant General's School	D7	Secondary Reference Laboratory Maintenance	Commander, U.S. Army Signal Center and School
2	Training Development	Commander, U.S. Army Training and Doctrine Command	D8	Master Gunnery (M60A3 Tank)	Commandant, U.S. Army Armor School
4	Non-Career Recruiter	Commandant, U.S. Army Recruiting and Retention School	D9	Radio Frequency Management	Commander, U.S. Army Signal Center and School
ASI	Title	Personnel proponent	E4	Attache Administrative Support	Commander, U.S. Army Intelligence Center and School
A2	Aviation Safety	Commander, U.S. Army Aviation Center	E5	Instrument Maintenance-Power Station	Commandant, U.S. Army Engineer School
A3	Force Development (TAADS)	Commander, U.S. Army Combined Arms Center	E6	Vehicle Operation and Maintenance Lighter Air Cushion Vehicle (LCAV)	Commandant, U.S. Army Transportation School
A4	International Morse Code (IMC)	Commander, U.S. Army Signal Center and School	E7	Radio Controlled Miniature Aerial Target Operations	Commandant, U.S. Army Air Defense Artillery School
A8	Master Gunner (M1 Tank)	Commandant, U.S. Army Armor School	E8	ADP Programming and Analysis (WWMCCS)	Commander, U.S. Army Signal Center and School
A9	Patrol Dog Handling	Commandant, U.S. Army Military Police School	E9	M901/(ITV) Gunner/Crew Training	Commandant, U.S. Army Infantry School
B1	Rough Terrain Container Handling and Operation	Commandant, U.S. Army Transportation School	F1	Operations and Intelligence (Special Operations)	Commander, U.S. Army JFK Special Warfare Center and School
B2	Telephone Installation (Key System)	Commander, U.S. Army Signal Center and School	F2	Antenna Installation	Commander, U.S. Army Signal Center and School
B4	Sniper	Commandant, U.S. Army Infantry School			

Table 1-4
Enlisted CMFs, SQIs, and ASIs—Continued

ASI	Title	Personnel proponent	ASI	Title	Personnel proponent
F3	Corps/Installation Supply Operations Automated	Commandant, U.S. Army Quartermaster School	K3	Communications-Electronic Warfare Equipment Operations	Commander, U.S. Army Intelligence Center and School
F4	Division Supply Operations Automated (Property Book)	Commandant, U.S. Army Quartermaster School	K7	Joint Tactical Communications (TRI-TAC) Systems Operation Supervision	Commander, U.S. Army Signal Center and School
F5	Postal Operations	Commandant, U.S. Army Adjutant General's School	K8	Communications Maintenance (AN/FTC-31 SEVAC)	Commander, U.S. Army Signal Center and School
F6	Cable Splicer	Commander, U.S. Army Signal Center and School	L2	Mobile Subscriber Equipment (MSE) System Maintenance Management	Commander, U.S. Army Signal Center and School
F8	Flight Simulator (UH1FS) Console Operations	Commander, U.S. Army Aviation Center	L3	FA Radar AN/TPS 58B Radar Operations	Commandant, U.S. Army Field Artillery School
G5	Standard Property Book System (SPBS)	Commandant, U.S. Army Quartermaster School	L5	NBC Reconnaissance	Commandant, U.S. Army Chemical School
G6	Radar Engagement Simulator AN/TPQ 29 Operation/Unit Level Maintenance	Commandant, U.S. Army Air Defense Artillery School	L6	Satellite System Equipment Maintenance (AN/TSC-86)	Commander, U.S. Army Signal Center and School
G7	COMSEC Equipment Full Maintenance (Field)	Commander, U.S. Army Signal Center and School	L8	Tank Repair (M-1)	Commander, U.S. Army Ordnance Center and School
G8	COMSEC Equipment Full Maintenance (Fixed)	Commander, U.S. Army Signal Center and School	M1	Communications Maintenance Operations (MEECN)	Commander, U.S. Army Signal Center and School
G9	Technical Surveillance Countermeasures (TSCM) Technician	Commander, U.S. Army Intelligence Center and School	M3	Dialysis Specialist	The Surgeon General
H1	Meteorological Equipment Maintenance	Commandant, U.S. Army Field Artillery School	M4	Blood Grouping, Collecting, and Processing	The Surgeon General
H2	Personal Property Movement	Commandant, U.S. Army Transportation School	M5	ABRAMS/BRADLEY Fighting Vehicle System Maintenance	Commander, U.S. Army Ordnance Center and School
H3	Physical Security Operations	Commandant, U.S. Army Military Police School	M6	Computer Operations/DAS3	Commander, U.S. Army Signal Center and School
H5	Communications Operations and Maintenance (STREAMLINER)	Commander, U.S. Army Signal Center and School	M7	Non-Morse Analysis (Intermediate)	Commander, U.S. Army Intelligence Center and School
H6	Data Analysis (TEMPEST)	Commander, U.S. Army Intelligence Center and School	N1	Aircraft Crewmember Standardization Instruction	Commander, U.S. Army Aviation Center
H7	Petroleum Vehicle Operations	Commandant, U.S. Army Quartermaster School	N2	Nondestructive Testing	Commander, U.S. Army Aviation Center
H8	Recovery Operations	Commander, U.S. Army Ordnance Center and School	N6	LEFOX Collection & Processing Systems Maintenance (AN/FSQ-88(V))	Commander, U.S. Army Intelligence Center and School
J1	Telemetry Collection Operations	Commander, U.S. Army Intelligence Center and School	N7	Strategic Debriefing & Interrogation	Commander, U.S. Army Intelligence Center and School
J2	LEFOX Collection and Processing Systems (AN/FSQ-88(V))	Commander, U.S. Army Intelligence Center and School	N8	Urology Specialist	The Surgeon General
J3	BRADLEY Infantry Fighting Vehicle (BIFV) System Master Gunner	Commandant, U.S. Army Infantry School	P4	Satellite Communications Terminal Equipment Maintenance AN/GSC-49	Commander, U.S. Army Signal Center and School
J4	Nuclear Cannon Assembly	Commandant, U.S. Army Field Artillery School	P5	Master Fitness Trainer	Commandant, U.S. Army Physical Fitness School
J5	Technical Escorting	Commander, U.S. Army Ordnance Center and School	P7	Narcotics Drug Dog Detector Handling	Commandant, U.S. Army Military Police School
J6	Reproduction Equipment Repair	Commandant, U.S. Army Engineer School	P8	Polygraph Operations	Commander, U.S. Army Intelligence Center and School
J7	WHCA Console Control Operations	Commander, U.S. Army Signal Center and School	P9	Organization Maintenance RPV Mechanic	Commandant, U.S. Army Field Artillery School
J8	Photojournalism	Chief of Public Affairs	Q1	Ground Mobile Forces (GMF) Controller	Commander, U.S. Army Signal Center and School
J9	TOW Field Test Set (TFTS), (TOW Ground)	Commandant, U.S. Army Ordnance Center and School	Q2	ALSE	Commander, U.S. Army Aviation Center
K1	MAGLIC Operations and Maintenance	Commander, U.S. Army Intelligence Center and School	Q5	Special Operations Combat Diving, Medical	Commander, U.S. Army JFK Special Warfare Center and School
K2	Non-Morse Analysis (Senior)	Commander, U.S. Army Intelligence Center and School			

Table 1-4
Enlisted CMFs, SQIs, and ASIs—Continued

ASI	Title	Personnel proponent	ASI	Title	Personnel proponent
Q6	Long Range Surveillance Leader	Commandant, U.S. Army Infantry School	U5	Commissary Operations	Commandant, U.S. Army Quartermaster School
Q7	Satellite System Equipment Operations and Maintenance (AN/GSC 52(V))	Commander, U.S. Army Signal Center and School	U6	FA Weapons Maintenance	Commandant, U.S. Army Field Artillery School
Q8	Tactical Air Operations	Commander, U.S. Army Combined Arms Center	U7	Economic Crime Investigation	Commandant, U.S. Army Military Police School
Q9	Traffic Accident Investigation	Commandant, U.S. Army Military Police School	U8	Computer Operations (DAS3/PHOENIX)	Commandant, U.S. Army Quartermaster School
R2	Uninterruptible Power Supply Repair	Commander, U.S. Army Signal Center and School	V4	Mobile Subscriber Equipment (MSE) System Control Center Operations	Commander, U.S. Army Signal Center and School
R5	Inertial Navigation Set Maintenance (AN/ASN-86)	Commander, U.S. Army Aviation Center	V5	Military Police Investigation	Commandant, U.S. Army Military Police School
R6	Radio Terminal/Repeater Set Operations	Commander, U.S. Army Signal Center and School	V6	Spectrometric Oil Analysis	Commandant, U.S. Army Quartermaster School
R7	Bridge Erection Boat Shallow Draft	Commandant, U.S. Army Engineer School	V7	Guidance Counseling	Commandant, U.S. Army Recruiting and Retention School
R8	Tank Operation/Unit Maintenance (M551 Sheridan)	Commandant, U.S. Army Armor School	V8	Mobile Subscriber Equipment (MSE) System Maintenance	Commander, U.S. Army Signal Center and School
R9	Communications Maintenance (STRAWHAT)	Commander, U.S. Army Signal Center and School	V9	Communications Operations and Maintenance (Theater Forces Communications System Terminal)	Commander, U.S. Army Signal Center and School
S2	Mechanical Equipment Maintenance (Power Station)	Commandant, U.S. Army Engineer School	W1	Aerial Photoactive Sensor Repair	Commander, U.S. Army Intelligence Center and School
S3	Electrical Equipment Maintenance (Power Station)	Commandant, U.S. Army Engineer School	W2	HAWK Simulator Station Maintenance (AN/TPQ-29)	Commander, U.S. Army Ordnance Center and School
S5	Communications Terminal AN/TSC-109 Repair	Commander, U.S. Army Signal Center and School	W3	Intermediate Level Maintenance of AN/MSM-105(V)1	Commander, U.S. Army Signal Center and School
S6	Special Operations Combat Diving, Supervision (SFC only)	Commander, U.S. Army JFK Special Warfare Center and School	W4	Enlarger Systems Maintenance	Commander, U.S. Army Intelligence Center and School
S8	MLRS Organizational Maintenance	Commandant, U.S. Army Field Artillery School	W5	OH-58D Maintenance	Commander, U.S. Army Aviation Center
S9	Defense Sensor Interpretation and Application Training Program (DSIATP)	Commander, U.S. Army Intelligence Center and School	W6	Aircraft Survivability Equipment (ASE)	Commander, U.S. Army Aviation Center
T2	Teletypewriter Maintenance (MOD 40 TTY)	Commander, U.S. Army Signal Center and School	W7	Special Operations Underwater Operations	Commander, U.S. Army JFK Special Warfare Center and School
T3	Computer Operations (GE 600/Honeywell 6000)	Commander, U.S. Army Signal Center and School	W8	Special Operations Military Free Fall Operations	Commander, U.S. Army JFK Special Warfare Center and School
T4	TENCAP Operations	Commander, U.S. Army Intelligence Center and School	W9	Special Operations Military Free Fall Operations and Underwater Operations	Commander, U.S. Army JFK Special Warfare Center and School
T5	PATRIOT Intermediate Level Maintenance	Commander, U.S. Army Ordnance Center and School	X1	AH-64 Maintenance	Commander, U.S. Army Aviation Center
T6	Electroencephalograph Specialty (EEG)	The Surgeon General	X2	Preventive Dentistry Specialist	The Surgeon General
T8	Division Supply Accounting (DS4/DS Unit Standard Supply System)	Commandant, U.S. Army Quartermaster School	X3	TACFIRE Remote Terminal Operation	Commandant, U.S. Army Field Artillery School
T9	Cryptanalysis	Commander, U.S. Army Intelligence Center and School	X4	PATRIOT UHF Communications Operator	Commandant, U.S. Army Air Defense Artillery School
U1	Enciphered Signals Traffic Analysis	Commander, U.S. Army Intelligence Center and School	X5	FIREFINDER Radar Maintenance	Commandant, U.S. Army Field Artillery School
U2	Power Generation Equipment (PGE) Unit Maintenance	Commandant, U.S. Army Engineer School	X7	FAAR Organizational Maintenance	Commandant, U.S. Army Air Defense Artillery School
U3	AMME Operations	Commander, U.S. Army Signal Center and School	Y1	Transition	Commander, U.S. Army Soldier Support Center-NCR
			Y2	Transition	Commander, U.S. Army Soldier Support Center-NCR

Table 1-4
Enlisted CMFs, SQIs, and ASIs—Continued

ASI	Title	Personnel proponent	ASI	Title	Personnel proponent
Y3	Mobile Subscriber Equipment (MSE) System Planning	Commander, U.S. Army Signal Center and School	Z5	Enlisted Aide	Commandant, U.S. Army Quartermaster School
Y5	TEMPEST Inspection	Commander, U.S. Army Signal Center and School	Z6	Explosive Detector Dog Handling	Commandant, U.S. Army Military Police School
Y6	Cardiac Catheterization Specialty	The Surgeon General	Z7	Telemetry Internals Analysis	Commander, U.S. Army Intelligence Center and School
Y7	Sterile Pharmacy Specialty	The Surgeon General	Z8	Advanced ELINT Collection and Analysis	Commander, U.S. Army Intelligence Center and School
Y8	Allergy-Clinical Immunology Specialty	The Surgeon General	1S	Personnel and Logistics Staff NCO	Commandant, U.S. Army Sergeant Major Academy
Y9	MDS (PADS) Unit Maintenance (AN/TMQ-31)	Commandant, U.S. Army Field Artillery School	3S	Senior NCO Operations/Intelligence Sergeant	Commandant, U.S. Army Sergeants Major Academy
Z2	Automatic Message Switching Center Operation	Commander, U.S. Army Signal Center and School	4A	Reclassification Training	Deputy Chief of Staff, Personnel
Z3	LANCE Organizational Maintenance	Commandant, U.S. Army Field Artillery School			

Chapter 2 Responsibilities

2-1. Deputy Chief of Staff for Personnel (DCSPER)

The DCSPER is responsible for the Army's personnel system as prescribed by law and other regulatory guidelines. This responsibility is not further delegated.

a. The ADCSPER has overall management responsibility for the Army Personnel Proponent System. The authority to develop personnel proponent policy is further delegated to the Commander, SSC-NCR according to paragraph 2-6 below.

b. The Director, Military Personnel Management (DMPM), will—

(1) Approve general personnel policy for and exercise staff supervision of the Army's military personnel management systems.

(2) Provide the following annual military personnel management guidance to the Commanding General, U.S. Total Army Personnel Command (CG, PERSCOM) and Commanding General, U.S. Army Recruiting Command (CG, USAREC):

(a) Distribution guidance.

(b) Acquisition plan.

(3) Assist personnel operating agencies in providing personnel proponents with military data/reports that will enable them to perform the personnel life-cycle management functions.

c. The Director, Manpower (DM) will—

(1) Approve general manpower policy for documentation of authorized positions and standards of grade.

(2) Approve and publish the Personnel Management Authorization Document (PMAD).

(3) Establish the Army Manpower Program.

(4) Coordinate and conduct functional reviews (FRs) and coordinate ODCSPER input to functional area assessments (FAAs).

(5) Maintain supportability overview of all personnel authorization and inventory modifications resulting from force modernization initiatives.

(6) Provide force alignment plan (FAP) guidance to CG, PERSCOM.

2-2. Commanding General, U.S. Army Personnel Information Systems Command (CG, PERSINSCOM)

The Commanding General, PERSINSCOM will—

a. Incorporate systems change requests into automated personnel data systems.

b. Recommend improvements in automated personnel data systems and reports.

2-3. Commanding General, U.S. Total Army Personnel Command (CG, PERSCOM)

The CG, PERSCOM directs, integrates, and coordinates the Total Army Personnel System to develop and optimize utilization of the Army's human resources in peacetime and wartime. The CG, PERSCOM will—

a. Classify and reclassify active duty military personnel per Army requirements and individual qualifications, experience, and desires; and the personnel proponents' recommendations concerning the impacted career fields.

b. Implement, coordinate, and/or integrate revisions/changes to personnel policy, processes, or procedures approved during the FR and FAA processes.

c. Conduct periodic CMF reviews with appropriate PERSCOM, SSC-NCR, and personnel proponent representatives. These reviews determine adjustments in accession, training, reclassification, and incentive programs for specific MOSs and grades necessary to balance the force in accordance with annual guidance.

d. Assist personnel proponents in evaluating current issues and initiatives.

e. Designate the initial branch and/or functional area for commissioned officers per Army requirements, individual qualifications, experience and preferences, and personnel proponent recommendations. (See para 2-4 for exception.)

f. Execute professional development policies for all career fields as approved by the DCSPER. (See para 2-4 for exception.)

g. Assign active military to meet Army requirements per the following:

(1) ODCSPER enlisted and officer distribution guidance.

(2) Available inventory.

(3) Professional development patterns.

(4) Individual preferences.

h. Monitor the status of each career field to identify the need for corrective action and make recommendations to the personnel proponents as appropriate.

i. Provide representatives to personnel proponent committees and the HQDA Personnel Proponent General Officer Steering Committee.

j. Provide personnel proponents with data/reports that will enable them to perform the personnel life-cycle management functions.

k. Plan, monitor, and adjust accession/training programs per the Active Army Military Manpower Program, current and future authorizations, personnel proponent recommendations, and ensure appropriate coordination for any adjustments.

l. Develop promotion recommendations by competitive category for commissioned officers and by skill/grade for all others in support of force alignment.

m. Plan, budget, monitor, and recommend adjustments for special and incentive pay to include enlistment bonus, selective reenlistment bonus, bonus extension and retraining, and other programs.

n. Integrate Total Army planning for manpower mobilization and wartime individual replacement operations in support of anticipated requirements of the airland battlefield.

o. Plan, budget, and execute personnel support for structure initiatives and new equipment fielding.

2-4. The Surgeon General (TSG)

The Surgeon General and the Commanding General, PERSCOM, based on current memorandum of understanding, exercise personnel management authority over commissioned and warrant officer personnel (excluding GOs) for the Army Medical Department (AMEDD). The TSG will—

a. Designate AMEDD commissioned officer initial branch/functional area to meet Army requirements. Individual preferences will be considered.

b. Recommend professional development policy for AMEDD officers.

2-5. Commanding General, U.S. Army Recruiting Command (CG, USAREC)

The CG, USAREC will—

a. Develop and implement the Army's advertising and marketing programs.

b. Acquire personnel into Active Army and USAR.

2-6. Commanding General, U.S. Army Soldier Support Center (CG, USASSC)

The CG, USASSC is responsible for developing personnel proponent policy for those matters pertaining to the Army Personnel Proponent System for submission to and approval by the DCSPER. This authority is further delegated to the Commander, Soldier Support Center-National Capital Region (SSC-NCR).

2-7. Commander, U.S. Army Soldier Support Center-National Capital Region (CDR, SSC-NCR)

The Commander, SSC-NCR will—

a. Serve as the ODCSPER special staff officer for the Personnel Proponent System and act as the executive agent for the system reporting directly to the ADCSPER.

b. Receive, analyze, and staff additions, changes, or deletions to military occupational classification structures (see AR 611-1).

c. Assist in the evaluation of personnel proponent issues and coordinate their recommendations with major Army commands and the Army Staff.

d. Provide technical guidance to the Army Staff on personnel proponent matters.

e. Provide feedback to all personnel proponents on the status of proposals, problems incurred in staffing, and technical requirements.

f. Provide representatives to personnel proponent committees and the HQDA Personnel Proponent General Officer Steering Committee.

g. Act as the coordination point with PERSCOM and the Army Staff to ensure that personnel proponents are provided with data and reports that will enable them to perform the personnel life-cycle management functions.

h. Develop, receive, analyze, and staff additions, changes, and deletions to personnel proponent policy with the personnel proponents listed in table 1-1.

i. Prepare and update the Personnel Proponent Users' Guide and the monthly bulletin.

j. Provide training materials for personnel proponents.

2-8. Chief, National Guard Bureau (NGB)

The Chief, NGB will operate the Army National Guard personnel system.

2-9. Chief, Army Reserve (CAR)

The Chief, Army Reserve through the Commander, U.S. Army Reserve Personnel Center (USARPERCEN) will operate the USAR personnel system.

2-10. Chief of Chaplains (CCH) and The Judge Advocate General (TJAG)

The CCH and TJAG will exercise personnel management authority over commissioned and warrant officer personnel (excluding GOs) in their special branches.

2-11. Commanding General, U.S. Army Training and Doctrine Command (CG, TRADOC)

The CG, TRADOC exercises oversight of the personnel proponent system for those branches, functional areas, military occupational specialties, career management fields, and skills which are assigned to any TRADOC subordinate center, school, or activity. Specifically, the CG, TRADOC will—

a. Assign specific initiatives, issues, responsibilities, and studies to personnel proponents.

b. Monitor personnel proponent actions that affect all proponents in areas such as OPMS, TWOS, and EPMS.

c. Oversee, coordinate, and participate in HQDA-directed or TRADOC-initiated personnel studies.

d. Coordinate the actions of the TRADOC subordinate proponent activities with other MACOMs, HQDA, or other agencies to ensure the integration of those areas requiring special attention or consideration so that TRADOC or Army-wide professional development interests are represented.

e. Resolve any conflicting issues among TRADOC personnel proponents or Integrating Centers.

2-12. Commanding Generals of U.S. Army Training and Doctrine Command Integrating Centers

The CGs of TRADOC Integrating Centers will serve as coordination points to assist their TRADOC personnel proponents in the integration of the personnel life-cycle management functions as they relate to the battlefield operational areas of combined arms, logistics, and personnel service support. Specifically, the CGs of Integrating Centers will—

a. Ensure the integration of the personnel life-cycle management functions within the three operational areas.

b. Monitor personnel proponent actions in such areas as OPMS, TWOS, and EPMS that fall within their respective battlefield operational area.

c. Coordinate actions with the Army Staff, HQ TRADOC, other integrating centers, SSC-NCR, and personnel proponents which relate to the three battlefield operational areas.

d. Identify issues, initiatives, and assign specific responsibilities to personnel proponents.

e. Resolve any conflicting issues among their personnel proponents.

2-13. Principal coordination points

Principal Coordination Points (PCP) are Army Staff agencies identified in table 1-1 that are responsible for advising and assisting personnel proponents in the conduct of their related activities including active participation in the planning and execution of personnel proponent responsibilities. This includes evaluating all recommendations which fall within the Army Staff agencies' areas of expertise.

2-14. Coordination points

Coordination points are commands, organization, activities, and agencies specifically requested by a personnel proponent or named by higher authorities to advise and assist personnel proponents in their career field responsibilities.

2-15. Personnel proponents

Personnel Proponents have central responsibility for the development of their respective career fields. As such, they take the lead in defining developmental needs, refining requirements in the field, and providing assistance to improve all aspects of the Army's personnel management system. In this regard, Personnel Proponents will—

a. Establish a single point of contact responsible for personnel proponent matters within their respective organizations.

b. Gather and evaluate data.

c. Identify issues and initiatives.

d. Formulate alternatives.

e. Coordinate actions with PCPs and as necessary, with coordination points.

f. Recommend personnel management policy changes to the DCSPER.

g. Establish personnel proponent committees.

h. Advise and assist CG, PERSCOM and RC personnel agencies. In discharging their responsibilities, personnel proponents will deal with their career fields in a collective sense. Except for AMEDD officers, they will not exercise any authority over individual personnel management decisions normally the responsibility of the CG, PERSCOM or RC personnel agencies. (Note. An exception is that the personnel proponents will recommend approval of branch officer assignments to U.S. Army Personnel Exchange Program (PEP), instructors at other service schools, and liaison (LNO) positions).

i. Develop their individual portion of DA Pam 600-3 (Commissioned Officer Professional Development and Utilization) which is used by and assists officers, their commanders, PERSCOM, and DA Centralized Officer Selection Boards in ensuring viable career progression within a branch and provides meaningful professional development guidance. To protect the integrity of the DA officer selection system, personnel proponents are not permitted to communicate with the boards, individual board members, or personnel involved in the board process except through DA Pam 600-3 which will be made available to each selection board by the DA Secretariat.

j. Present a briefing to each DA centralized senior enlisted selection board. The briefer will be the center Command Sergeant Major (CSM) or another CSM/Sergeant Major designated by the proponent who is not in the zone of consideration.

k. Carry out the following tasks within the personnel life-cycle management functions as applicable.

(1) *Structure.*

(a) Analyze and make recommendations on individual spaces in The Army Authorization Document System (TAADS) (that is, interchangeability coding, additional skill identifier (ASI), language identification code (LIC) requirements, remarks codes, branch identifications, grades, MOS, area of concentration (AOC), etc). (See AR 310-49.)

(b) Recommend changes to Tables of Organization and Equipment (TOE), Tables of Distribution and Allowances (TDA), and Mobilization Tables of Distribution and Allowances (MOBTDA).

(c) Recommend changes to ensure standardization of grade and career field coding in TOE and TDA units.

(d) Recommend classification criteria by career field for inclusion in AR 611-101, AR 611-112, and AR 611-201.

(e) Evaluate the feasibility of future authorizations by career field based on projected requirements.

(2) *Acquisition.*

(a) Recommend accession criteria for commissioned officers, warrant officers, and enlisted personnel, to include maximum/minimum female content and quality distribution for enlisted accessions.

(b) Recommend accession numbers by year and career fields.

(c) Recommend criteria for selected recall programs in support of active duty and mobilization requirements.

(3) *Individual training and education.*

(a) Identify training criteria by career field.

(b) Validate Army Educational Requirements System (AERS) and Training With Industry (TWI) positions by career field, grade, and academic discipline/commercial industry.

(c) Identify civilian education opportunities available in support of career field development.

(d) Identify requirements for the development and revision of training.

(e) Assess number of personnel requiring training by career field.

(f) Ensure that training for career development is in concert with all aspects of professional development.

(g) Recommend standards for personnel who instruct in other service schools, participate in the U.S. Army Personnel Exchange Program (PEP) overseas or serve in liaison (LNO) positions.

(h) Identify language requirements in support of career fields.

(i) Reevaluate individual training and education standards upon mobilization.

(4) *Distribution.*

(a) Evaluate the inventory and recommend adjustments to support authorizations and force structure changes.

(b) Assess number of personnel available for training by career field and fiscal year.

(c) Assess functional areas and branch immaterial positions in which commissioned officers are participating, additional skills in which warrant officers are participating, and secondary MOSs in which enlisted soldiers are participating.

(d) Recommend changes to Army policy relating to assignments, details, transfers, and special programs in peacetime and upon mobilization.

(e) Recommend initiatives to counter the adverse impact on personnel serving in space-imbalanced MOSs in peacetime and upon mobilization.

(f) Recommend policies that will ensure individual and unit stabilization.

(g) Evaluate the inventory levels by career field after mobilization and recommend adjustments.

(5) *Deployment.*

(a) Evaluate unit distribution, the home-basing concept, deployment, and other key actions related to Regimental affiliation and the Unit Manning System (Cohesion, Operational Readiness Training (COHORT)/Battalion Rotation.)

(b) Evaluate the effects of deployment on the Personnel Proponent System after mobilization.

(6) *Sustainment.*

(a) Establish and maintain communications with soldiers.

(b) Represent the professional interests of soldiers.

(c) Foster a positive attitude toward personnel systems and programs.

(d) Evaluate continuation, reenlistment, and retention rates of career fields and recommend changes to stabilize or improve retention.

(e) Reevaluate retention criteria after mobilization.

(f) Analyze and recommend changes to improve the alignment of career fields.

(g) Recommend maximum percentages, by grade, to be designated into commissioned officer functional areas.

(h) Participate in reclassification and rebranching boards in accordance with force alignment initiatives.

(i) Recommend criteria for retention and rebranching of officers.

(7) *Professional development.*

(a) Identify opportunities for development through training and assignments.

(b) Integrate other personnel life-cycle management functions toward the goal of developing professional soldiers.

(c) Establish career progression patterns for career fields to include consideration of maximum/minimum female content.

(d) Conduct analysis of training and education requirements against assignment priorities.

(e) Establish and recommend changes to officer, warrant officer, and enlisted professional development pamphlets.

(f) Reevaluate professional development objectives upon mobilization.

(8) *Separation.*

(a) Recommend selected shortage career fields as an exception to separation policy.

(b) Recommend minimum qualification standards at selected grades by career field.

(c) Recommend changes to retirement policies.

(d) Recommend service obligation for personnel who have received military or civilian training or education.

(e) Conduct analysis of "early out" programs and "stop loss" policy during mobilization.

(f) Recommend changes to the Army Transition Management Program.

(g) Reevaluate retention criteria after mobilization.

Appendix A References

Section I Required Publications

AR 310-49

The Army Authorization Documents System (TAADS). (Cited in para 2-12.)

AR 611-1

Military Occupational Classification Structure Development and Implementation. (Cited in para 2-6.)

AR 611-101

Commissioned Officer Classification System. (Cited in para 2-12.)

AR 611-112

Manual of Warrant Officer Military Occupational Specialties. (Cited in para 2-12.)

AR 611-201

Enlisted Career Management Fields and Military Occupational Specialties. (Cited in para 2-12.)

Section II Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand this regulation.

AR 5-22

The Army Proponent System

AR 10-6

Branches of the Army

AR 135-215

Officer Periods of Service on Active Duty

AR 145-1

Senior ROTC Program: Organization, Administration and Training

AR 145-2

Junior Reserve Officer Training Program

AR 340-9

Office Symbols

AR 350-1

Army Training

AR 350-17

Noncommissioned Officer Development Program (NCOBP)

AR 350-100

Officer Active Duty Service Obligations

AR 351-1

Individual Military Education and Training

AR 351-5

U.S. Army Officer Candidate School

AR 351-12

Nomination to the United States Military Academy: Enlisted Categories; Army

AR 570-2

Manpower Requirements Criteria (MARC) Tables of Organization and Equipment

AR 570-4

Manpower Management

AR 600-82

The U.S. Army Regimental System

AR 600-83

The New Manning System—COHORT Unit Replacement System

AR 600-200

Enlisted Personnel Management System

AR 601-10

Mobilization of Retired Members of the Army

AR 601-100

Appointment of Commissioned and Warrant Officers in the Regular Army

AR 601-280

Total Army Retention Program

AR 602-2

Manpower and Personnel Integration (MANPRINT)

AR 611-3

Army Occupational Survey Program (AOSP)

AR 611-5

Army Personnel Selection and Classification Testing

AR 611-76

Project Development Identifier System

AR 612-2

Preparation of Replacements for Oversea Movement (POR)

AR 614-1

The U.S. Army Replacement System

AR 614-6

Permanent Change of Station Policy

AR 614-10

US Army Personnel Exchange Program with Armies of Other Nations

AR 614-30

Oversea Service

AR 614-100

Officer Assignment Policies, Details and Transfers

AR 614-200

Selection of Enlisted Soldiers for Training and Assignment

AR 621-108

Military Personnel Requirements for Civilian Education

AR 624-100

Promotions of Officers on Active Duty

AR 635-100

Officer Personnel

AR 635-200

Enlisted Personnel

AR 600-200

Enlisted Personnel Management System

DA Pam 140-1
United States Army Reserve Officers Professional Development
and Utilization

DA Pam 570-4
Manpower Procedures Handbook

DA Pam 600-3
Commissioned Officer Professional Development and Utilization

DA Pam 600-4
Army Medical Department Officer Professional Development and
Utilization

DA Pam 600-8
Military Personnel Management and Administrative Procedures

DA Pam 600-11
Warrant Officer Professional Development

DA Pam 600-25
U.S. Army Noncommissioned Officer Professional Development
Guide

Glossary

Section I Abbreviations

AC
Active Component

ADCSPER
Assistant Deputy Chief of Staff for Personnel

AERS
Army Educational Requirements System

AMEDD
Army Medical Department

AOC
area of concentration

ARNG
Army National Guard

ASI
additional skill identifier

CCH
Chief of Chaplains

CG
commanding general

CMF
career management field

COHORT
Cohesion, Operational Readiness Training

CSM
Command Sergeant Major

DASF
Director of Army Safety

DCSINT
Deputy Chief of Staff, Intelligence

DCSPER
Deputy Chief of Staff for Personnel

DM
Director of Manpower

DMPM
Director of Military Personnel Management

EPMS
Enlisted Personnel Management System

FA
functional area

FAA
functional area assessment

FAP
force alignment plan

FR
functional review

GO
general officer

HQDA
Headquarters, Department of the Army

LIC
language identification code

MACOM
major army command

MOBTDA
Mobilization Table of Distribution and Allowances

MOS
military occupational specialty

NGB
National Guard Bureau

OCAR
Office, Chief Army Reserve

ODCSINT
Office of the Deputy Chief of Staff, Intelligence

ODCSOPS
Office of the Deputy Chief of Staff for Operations

ODCSPER
Office of the Deputy Chief of Staff for Personnel

ODISC4
Office of the Director of Information Systems for Command, Control, Communications, and Computers

OPMS
Officer Personnel Management System

PCP
principal coordination point

PEP
Personnel Exchange Program

PERSCOM
U.S. Total Army Personnel Command

PERSINCSOM
U.S. Army Personnel Information Systems Command

PMAD
Personnel Management Authorization Document

RC
Reserve Component

SQI
special qualifications identifier

SSC-NCR
Soldier Support Center-National Capital Region

TAADS
The Army Authorization Document System

TDA
table of distribution and allowances

TJAG
The Judge Advocate General

TOE
table or organization and equipment

TRADOC
U.S. Army Training and Doctrine Command

TSG
The Surgeon General

TWI
training with industry

TWOS
Total Warrant Officer System

USAR
United States Army Reserve

USAREC
U.S. Army Recruiting Command

USARPERCEN
U.S. Army Reserve Personnel Center

USASSC
U.S. Army Soldier Support Center

Section II Terms

Area of concentration
A code that identifies a requirement and an officer possessing a requisite area of expertise (subdivision) within a branch or functional area.

Branch
A grouping of officers by career field that comprises an arm or service of the Army in which an officer is commissioned or transferred, trained, developed, and promoted. All officers hold a single branch designation and may serve repetitive and progressive assignments associated with the branch. Branches of the Army are: Adjutant General, Air Defense Artillery, Armor, Aviation, Civil Affairs (RC only), Chemical, Engineer, Finance, Field Artillery, Infantry, Military Intelligence, Military Police, Ordnance, Quartermaster, Signal, Special Forces, and Transportation.

Competitive category
A group of commissioned officers who compete among themselves for promotion and, if selected, are promoted in rank order as additional officers in the higher grade are

needed in the competitive category. Competitive categories are listed below.

a. Army. (Includes officers in specialties 00 through 54 and 69 through 97.)

b. Army Nurse Corps

c. Medical Service Corps

d. Veterinary Corps

e. Army Medical Specialist Corps (combined with Medical Corps for promotion above grade of colonel)

f. Medical Corps

g. Dental Corps

h. Judge Advocate General's Corps (including first lieutenants not members of The Judge Advocate General's Corps but participating in the Army General Counsel's Honors Program who are admitted to practice and have membership in good standing of the bar of the highest court of a State of the United States or a Federal Court, for consideration to the grade of captain only consists of Regular officers appointed in the Judge Advocate General's Corps, Reserve Officers assigned to the Judge Advocate General's Corps, and Regular and Reserve officers appointed in or assigned to a branch other than the Judge Advocate General's Corps who are detailed to the Judge Advocate General's Corps, have been admitted to practice law, and are assigned to Judge Advocate General's Corps positions.)

i. Chaplains Corps

from combat service support branches. Special branches include: AMEDD, CHs, and JA.

Coordination requirement

The requirement to coordinate with specific coordination points when handling actions pertaining to specific career fields.

Designated schools

Service schools or other Army schools that are organizationally or physically separated from personnel proponents and are assigned educational responsibilities for selected career fields for which they are not the proponent.

Functional area

A grouping of officers by career field other than arm, service, or branch that possess an interrelated grouping of tasks or skills which usually requires significant education, training, and experience.

Reserve Component personnel agency

Includes ARNG and USAR personnel agencies.

Skill

A code that identifies a requirement and an individual possessing specialized skills to perform duties of a specific position which may require significant education, training, and experience. A skill can be related to more than one branch/functional area/MOS. An individual may have more than one skill.

Special branches

A grouping of branches and officers primarily concerned with providing combat service support and/or administration to the Army as a whole, but managed separately

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